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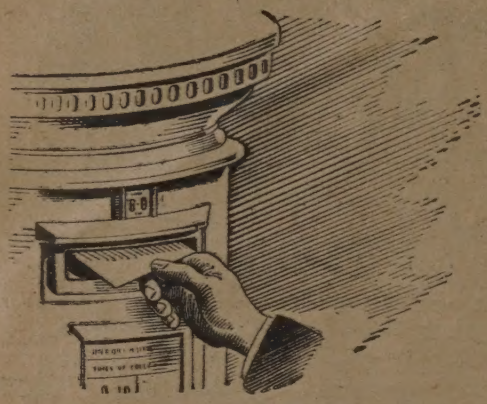

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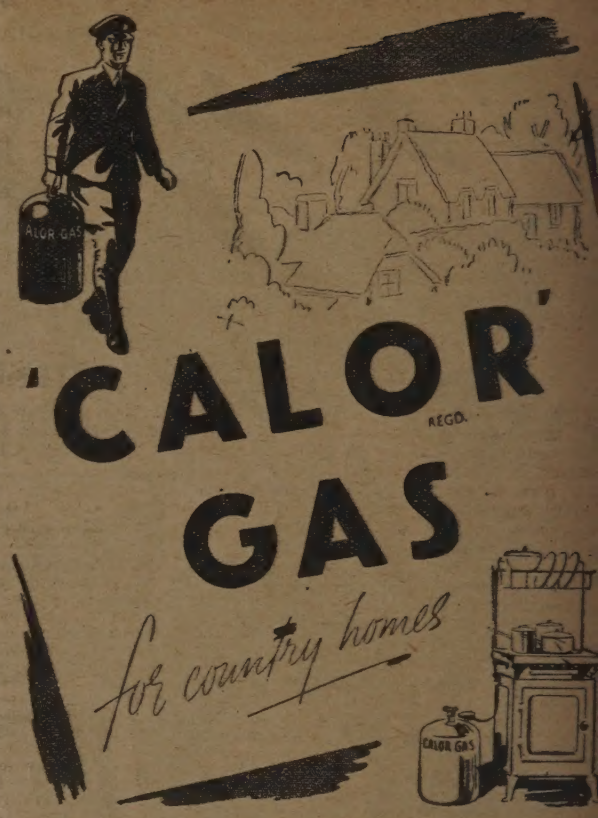

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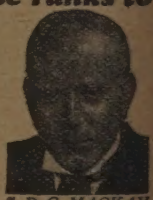

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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

NO. 20 VOL. XXIV SEPTEMBER 1947 THREEPENCE

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THE CRISIS—AND YOU

HOW is the economic crisis likely to affect the local government service? And what contribution can the service itself make towards its solution? These questions must have been in the minds of many members during the past few weeks, as they read warnings of the nation's plight when the American loan is exhausted, and the Prime Minister's call for harder work, longer hours in "producing" industries, and the "freezing" of salaries and wages.

In answer to the first question, it seems possible that the service may not be seriously affected at all. It is significant that the Association of Municipal Corporations and the County Councils' Association have both returned dusty answers to the Ministry of Health's request to all local authorities to review their staffs with a view to reductions, and that, as the Minister told Parliament last month, only one local authority has suggested an increase in the 38-hour week laid down in the Charter. With rates rising everywhere, local authorities are under powerful local pressure—much more effective than any Ministerial exhortation—to keep the number, and thus the cost, of their staffs at the minimum, and none is likely in these days to countenance either redundancy or extravagant establishments. Indeed, the general experience seems to be rather that most authorities are finding it impossible to get the staffs they need to carry out the responsibilities imposed on them.

Higher Pay for Women

This acute staff shortage must inevitably find its reflection in salaries and conditions, for no local authority can to-day afford to dry up the source of recruitment by introducing hours of work, or offering salaries, which are substantially worse than those offered for similar qualifications outside. Significant here is the decision of the National Joint Council, recorded this month, to relax the Charter condition of strict observance of the age-for-age scale for women in the General Division, thus enabling authorities to offer higher pay for the typists and general clerks of which their need is particularly acute. This decision is an interim expedient only, and we trust that the negotiations for consolidation of salary and bonus—which have begun but about which it is not yet possible to report progress—will result in revised national scales which will give the needed advance in General Division rates to all, and not merely to the lucky few.

Whether the call for no more pay increases will prejudice the consolidation negotiations it is impossible to say. Although the employers may be expected to make use of it in resisting staff side claims for the general improvement of Charter scales demanded by Conference, it is strictly speaking, irrelevant to the claim. The cost-of-living bonus which they wish to consolidate has remained stationary since January, 1945, although, in the months since then, prices have risen substantially, and they continue to rise. But for the Charter negotiations, a further increase would have been sought long ago, and it would be manifestly unfair to allow the present crisis to deprive the service of an advance to which all considerations of equity entitled it well before the crisis developed.

To suggest, however, that the national crisis is unlikely seriously to affect the local government service does not imply that the service need do nothing about it. It is a crisis affecting every one of us, and it can be overcome only through the strenuous efforts of each. We do not hew coal, weave cotton, nor grow wheat, and in that sense we are not "producers"; but without our work, in maintaining the public services, those who do these things could neither live nor produce. Every improvement in the service, therefore, every opening of a bottleneck, elimination of a point of friction, speeding up of a decision, facilitates production and thus contributes to the solution of the nation's problem. In this connection, may we make again the suggestion we advanced in the April journal, that "production committees" should be set up in each local authority and in each department, to discuss means of speeding the work, reducing the labour, and generally increasing efficiency? Such committees could be formal or informal, recognised or unrecognised. Their constitution is relatively unimportant. What is important is that they should work. If they did that, they might have far-reaching results.

Is there anything more we can do? Can we reduce the claims of the service on available manpower, thus freeing more workers for productive industry? Are we willing to contemplate a voluntary extension of working hours, properly safeguarded, with the same object? This would involve difficulties, especially when some sections of clerical and administrative workers are working shorter hours at higher pay, and we can still see many spivs and drones doing no useful work at all. But to cry "Let the other fellow start!" is no answer to what is essentially an individual problem.

Best Use of Manpower

In addition to reducing claims on manpower, it is essential that the best possible use should be made of that available. Of particular interest in this connection is a piece of research now being undertaken by the Institute of Public Administration. The Institute—which provides a meeting ground for officials in both national and local public services—is promoting a series of studies into such matters as recruitment, job selection, staff reports, and selection for promotion. It invites all public servants to help it, by contributing material for a particular study, collecting and collating such material, and studying, interpreting, and appraising it. Expenses and modest fees are offered to those whose help is accepted. All interested in this constructive project should write to GEORGE LACH, director, Institute of Public Administration, 18, Ashley Place, Westminster, London, S.W.1.

"L.G.S." to be Published at Six-week Intervals

THE rapid and continued growth of NALGO membership, so welcome in every other respect, is proving a serious embarrassment to those responsible for publishing "Local Government Service." In common with other periodicals, this journal is now allowed only 35 per cent. of the weight of paper it consumed in 1939. But, in 1939, the circulation averaged about 120,000 copies a month, whereas today it stands at 176,000, and is increasing at the rate of about 3,000 every month—with the result that, in effect, the current paper ration per copy is equivalent to approximately 24 per cent. only of that used in 1939. This is sufficient for a journal of only 16 pages monthly.

At its meeting in July, the public relations committee of the N.E.C., which is responsible for the journal, found itself faced with three alternatives: to reduce the size of the journal to 16 pages; to reduce circulation by rationing branches, as was done during the war; or to publish the journal less frequently than every month.

It rejected the first two, on the grounds that a 16-page journal would be ill-balanced and unable to meet the needs of members, and that curtailment of circulation would seriously prejudice the success of the recruitment campaign. It took the view that the third course, which should make possible the publication of a 24-page journal, appeared to be the lesser evil, and it therefore reluctantly agreed to publish in future at intervals of approximately six weeks.

As a result of this decision, the next number of "Local Government Service" will appear on October 16, instead of October 1, and subsequent numbers at six-weekly intervals thereafter, making nine journals a year, instead of twelve.

This month and next, journals must be small to make up for the size of last month's Conference number, but we hope to publish 24-page journals after November. That, however, can be no more than a hope, in view of the difficulties of the paper situation and the possibility of still further cuts.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinions and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles — should not necessarily be regarded as expressing the considered policy of the Association.

Discussion Group Methods Can Bring Home Your Problems to the Citizen

By **H. L. HUNTER,** Deputy Director, Bureau of Current Affairs

"WHAT'S it mean to Smith?" is the clue for anyone whose concern is to interest the ordinary citizen in the affairs of his community. Consider Smith for a moment, and we find he does not normally come up against the public services until something goes wrong. The schoolboy—and his parents—usually take for granted the school he attends and the bobby who sees him safely across the road. Only the truant or delinquent young Smith is brought face to face with the administrative machine in a way which involves individual awareness of its functioning on the community's behalf. Similarly, Mr. and Mrs. Smith are prepared for years to accept the benefits of efficient local services but forget them in a flash when they slip up and water supplies are endangered or floods reveal inadequate drainage. Seats in the park, street lighting, and bus stops may agitate momentary excitement on the part of a few, and any proposed infringement of hereditary rights may even produce a deputation, petition, or one or two crowded public meetings, but on the whole, most of us are indifferent, idle, or just ignorant. And who can be surprised when so little has been done, and is being done today, towards educating us, firstly to understand the structure of local government and secondly to participate in active citizenship?

One Answer to Apathy

One method—the discussion group—of tackling this business has been found successful in the Services, where some appreciation of the rights as well as the obligations of democratic citizenship is an essential preliminary to acceptance of and compliance with uniformed discipline, and in a great variety of clubs, societies, and associations whose membership implies some attempt to keep abreast of the march of events. One of the most encouraging signs of the times is the widespread desire to discuss and "do something about" current affairs, under a strange assortment of names such as Moot, Quiz Club, Gen Men, DASCA Club (Discussion of the Arts, Science and Current Affairs), Forum, and the like. A common feature of each is the willingness of its members to take an active share in the proceedings once common ground has been found and interest established. In fact, discussion may be defined as "a co-operative effort of understanding some problem of common interest." There are so many topics of immediate importance to the individual in these days that the help of his fellows is obviously welcome to clarify the issues and pool experiences and points of view. Once the enjoyment of "organised conversation" and the satisfaction of belonging to a group have been realised, there emerges in those who participate a readiness to see in perspective their place in society as a whole and their need to identify themselves with the conduct of its affairs. NALGO's members will be at once conscious of the challenge and opportunity presented by this social development. Smith is in the mood to meet them on common ground and there are chances, as never before, to achieve identity of outlook on public administration. Discussion groups are asking more and more for local government and public service officers to come to their meetings, and NALGO's branches might well organise special groups to consider problems on the neighbourhood on which it is not only desirable that there should be wider public knowledge but also frequently and increasingly necessary that popular feeling should be sounded.

Good Leaders Essential

In all serious discussion groups will be found this combination of information-sharing and interchange of opinion. One feature of healthy groups is the recognition of the distinction between the two and the insistence on the need invariably to differentiate between fact and opinion. For this purpose, as arbitrator and clarifier, a leader is required, and there is general appreciation of the need for proper training of those who are to undertake the role of leadership. So often and so disastrously the art of chairmanship is taken for granted, and the high mortality rate among discussion groups in the past can be attributed largely to the inadequacy of leaders versed in the intricacies of preparing an agenda, conducting committee procedure—or its equivalent—and holding the chair rather than the floor. The leader must learn how to bring a discussion to life at once, starting from the interest of those present. Smith and his friends know that everyone must have a home (put a rough drawing of one or a photograph on a blackboard or improvised substitute); by itself it is not much use (draw in the roads leading to it and on them mark the chief services brought to the ratepayer—water, gas, electricity, sewage disposal, drainage; other roads for education, health, police; complete the picture with a symbol for transport, a tree or two and a bit of green for open spaces); what do we get from the local authority or the public utility? Any suggestions for improvement, complaints, ideas? How do we pay for what we get and do we agree with the way the money is raised? So far the leader has made only rough blackboard drawing and chalked up few headings and symbols, but the grou has a focal point of interest and something t look at. They are in the heart of a discussio without any long introductory remarks o dry statistics. Finally, how do we control th people who run the services on our behalf Has anyone been to one of the meetings o on a deputation—what did they think abou it? Who are our local officials? (We migh even act a council committee or board her as the people in the accompanying photograp are doing—names and titles on labels hel with role- playing of this kind.)

Plan Your Own Town

As an alternative technique, a metal black board may be used. Models mounted o magnets provide an attractive and nov device for inducing active co-operation—fo example in a group on town planning, parti cularly if the members are prospective tenant of one of the new towns and are being consulte by the corporation on the layout of *thei* future streets, shops, roads, power lines an so on. Activity is the key to participation, an the leader who will take trouble in preparin material to illustrate the point of the subjec to be tackled by his group or to introduc any factual detail required will be assure of a ready response, particularly if he has th personality and skill to bring colour, livelines and drama into the proceedings.

In any developments undertaken b NALGO in the organisation of group studying local government and public utilit services, the Bureau of Current Affairs 117 Piccadilly, W.1, can offer assistance o various kinds. Its fortnightly discussio brief—*Current Affairs* (10s. 6d. a year)—deal with many relevant topics; *Map Review*— fortnightly wall-sheet (£1 1s. a year) also set forth in graphic form on one side two or thre salient features of present events and, on it other side, covers one topical subject i detail; *Pictorial Exhibitions* are available o hire by the month, and *Discussion Posters* o "The Problem of Community" (set of 6 a 12s. 6d. with booklet) provide an outline fo anything up to six months' local study *Background Handbooks* will include one o local government by Frank W. Jessup at 2s due in the Autumn.

Training Courses

Training courses in discussion group leader ship are also conducted by the Bureau' training staff, consisting of demonstrations o method, tutorial instruction and practices i group leading under mutual criticism. Shor courses of two to five days, according to th time available, are held whenever required the training officers operate in teams of tw or three for the purpose throughout th United Kingdom (just over 1,000 have been introduced to the discussion technique in thi way during the last 15 months). No. 6 in th series of the Bureau's own residential courses i to take place at The Hayes, Swanwick, Derby shire, from October 27 to November 1, and applications for vacancies may now be made

In all its work, the Bureau of Current Affairs is inspired by the belief that ordinary men and women are prepared to make an effor to come to grips with problems confronting them day by day, provided that they have access to reliable information and opportunity to express their opinions when formed. The democratic way to do so lies in the give and take of organised discussion, and the Bureau of Current Affairs is privileged to be able to offer its services to NALGO and any other organisation which accepts the task of furthering active citizenship through discussion.

We Can Help UNESCO to Build World Peace

Can British public service officers play a leading part in international co-operation and the establishment of world peace? The writer of this article, who was Education Adviser to the United Kingdom Delegation at the first conference of UNESCO in Paris, believes that they can—and explains how.

By **EVAN. T. DAVIS, M.A.,** Director of Education, West Sussex

BEHIND the cumbersome title of UNESCO — the United Nations Educational, Scientific, and Cultural Organisation—lies an idea: the idea that education can prevent war. How? The preamble to the constitution of UNESCO says:

> Since wars begin in the minds of men, it is in the minds of men that the defences of peace must be constructed. Ignorance of each other's ways and lives have been a common cause, throughout the history of mankind, of that suspicion and mistrust between the peoples of the world through which their differences have all too often broken into war.

What has this to do with the NALGO member? A great deal. As an individual, he wants to ensure that his son is not nurtured and educated to become atomic bomb-fodder. And as a public servant, he knows how good government, the practice and acceptance of principles of equity, justice, and morality, the provision of facilities and amenities which enable men to live decent lives, can contribute to stability and co-operation within a community, a nation and—some day—the world. He knows that war has destroyed in six years what it took centuries to build, and has threatened the great schemes of social reform, with which he is intimately concerned, with another financial crisis. And with his experience of the ever-widening jurisdiction of local government units, from the parish to the district, the district to the county, he can understand how, if war is to be abolished, we must move yet farther towards a form of world government by consent. Diplomacy, treaties, and armaments have failed to abolish war—often, indeed they have accelerated it. In contrast to those negative attempts to prevent war, UNESCO is designed, in the words of Article 1 of its constitution to:

> **"contribute to peace and security by promoting collaboration among the nations through education, science, and culture in order to further universal respect for justice, for the rule of law, and for the human rights and fundamental freedoms which are affirmed for the peoples of the world, without distinction of race, sect, language, or religion by the Charter of the United Nations."**

Professor Sir Alfred Zimmern has said that the League of Nations failed because of lack of intellectual preparation. The masses throughout the world did not understand the high principles on which the League was founded, and so failed to compel their leaders to use it to make peace secure for ever. When a people is ignorant, it is at the mercy of the demagogue, the autocrat, and the active group. If demagogues, autocrats, and controlling groups were always people of high principles, the results might be, and, indeed, have been, good. But this rarely happens. Only when the masses throughout the world have been so educated that their support of worthy ends is instinctive, will the leaders invariably seek those ends.

The first great conference of UNESCO, opened in what was formerly Gestapo headquarters, was hung with the flags of the United Nations, arranged—and this was significant—not in order of power, but in alphabetical order. There was no veto, no rule of procedure operating against small countries, no sensational Vishinsky—Bevin—Molotov—Marshall clashes, no great emotional moments.

The conference was scheduled to finish its first programme in just over three weeks and, unlike most International Conferences, it did so.

First things must come first. A new world cannot be built on rotten foundations. Large parts of Europe have been devastated; millions of people are undernourished to the point of starvation; for more than six years normal education was brought to a standstill where it was not carried on by subterfuge or used to debase the minds of children and youth in service to hatred and false doctrine; attempts were made to wipe out national cultures and traditions; schools, universities, laboratories, libraries and museums, were pillaged or destroyed; teachers and professors were killed or murdered. The barbarians set back the clock of culture by many years. The first work, therefore, was, and still is, to rebuild, to re-equip and to reman schools and educational institutions of these devastated areas and, at the same time, to restore the physical condition of millions of children and young people and to put before them new spiritual aims and a new standard of moral values.

The next important task of UNESCO is to remove illiteracy from large tracts of the world, so that men may have an equal opportunity of utilising the new benefits which scientific research is making possible so rapidly. Here, speed is essential. We must achieve in years that which it has taken older nations decades to accomplish. The new knowledge must be available to all the world in the shortest possible time, and so all barriers to inter-communication must be broken down. Services of international experts in, for example, agriculture, medicine, and public health, must be made available to the more backward nations.

UNESCO is trying to influence the press, radio and film, in aid of its ideals and aims. It is seeking to establish such projects as "the University of the Air"; co-operation between journalists over frontiers and an examination, on an international scale, of the nature of their training and the conditions under which they work; the production of films which, from fresh and interesting angles, will emphasise the great possibilities which come from co-operative use of the resources of the world.

Contacts between peoples will grow in volume and intimacy as the speed of intercommunication is increased. But there is urgent need for well-thought-out exchanges, on a large scale, of children, youth, teachers, and leaders in all spheres of thought and activity.

At the root of this problem of co-operation lies the problem of securing the well-being of the average man and his family. It is little use talking to a man about international co-operation if he is ignorant, his belly is empty, his children are ill-clothed, and his house is a leaking shack.

In all this, public-service officers have a big part to play. Legislation follows on successful local experiment. The social services of a particular area may, tomorrow, provide a pattern which the world may seek to follow. Greater facilities must be afforded to such officers to exchange experience not only through international conferences but by personal and group visits. It may seem a far cry from the modest offices of the Blankington Urban District Council to the imposing headquarters of the United Nations, but there is a clear connection nevertheless. Good government, like charity, begins at home. It is of the highest importance, therefore, that the wide experience and expert knowledge of members of NALGO should be ranged behind UNESCO.

Civic Leaders of 28 Nations Hear General Secretary on Education for Citizenship

J. H. WARREN, general secretary, NALGO, led representative civic leaders of twenty-eight nations in their study of civic education problems and methods at the seventh International Congress of Local Authorities held at the Hotel Majestic, Paris headquarters of UNESCO, in July.

The congress was arranged by the International Union of Local Authorities through active support of which the Association is seeking to give effect to the 1945 Conference resolution calling on it to participate in international collaboration.

Mr. Warren, acting as General Reporter on civic education to the conference, had the responsible task of summing-up opinion expressed and practice described by delegates. He was accompanying C. J. NEWMAN, NALGO's president, and P. H. HARROLD, vice-president.

"All the countries at the conference," observed Mr. Warren, "seem to want the same thing." Their terminology varied; their approaches were not the same; and their local authorities' scope and methods were different. Nevertheless, they had reached a large measure of agreement and their conclusions could be summarised thus:

1. A conscious policy of civic education is necessary in all countries. Its primary aims should be to:

   Develop and preserve in each generation a sense of social solidarity and the responsibility of each for all and all for each; and

   Enable all citizens to exercise a free and instructed judgment in the process, and for the purposes, of self-government and to participate in it.

2. Although civic education calls for the work of many agencies, and for means adapted to the age and status of the citizen, it should be conceived as a continuous process throughout each individual life.

3. The rôle of the local authority is of special importance both in the process and for the purposes of civic education, notably because the association of citizens locally to provide common amenities and meet common needs is the fundamental, and most educative, form of self-government. Experience has shown that it cannot be impaired without peril to the whole structure of self-governing institutions.

4. It is open to local authorities in each country to act as direct agents of civic education, although their rôles may vary according to their character, functions, and relations with the central government.

5. Each local authority has a duty to educate its citizens in its work and responsibilities by:

   Stimulating their interest and civic sense;

   Ensuring that its policies and tasks are explained to them; and

   Informing itself of their needs and difficulties.

   In this, methods will differ, but each local authority should have a conscious policy and make an organised effort.

6. All local authorities can and should—as many do—give all possible help to schools, voluntary cultural associations, societies for adult education, trades unions, co-operative societies, and others concerned with civic education.

7. If full and economic use is to be made of such media as the film, and wasteful overlapping avoided, local authorities must co-operate or act collectively through their associations.

8. All local authorities should try to secure the participation of their citizens in administration, within the limits set by organisational and technical requirements.

The Congress also discussed communal autonomy, reconstruction, district heating, infant mortality and other subjects of common interest.

NALGO Planning Joint Council and Charter for Electricity Staffs After Nationalisation

THE future of electricity staffs under nationalisation, and their organisation within NALGO, was the subject of an all-day Conference in London on July 26, at which delegates from company and municipal electricity undertakings, Joint Electricity Authority branches, district committees, and the Electricity Supply Administrative Association, discussed their problems fully and frankly with members of the N.E.C. and Headquarters' staff. E. L. RILEY, chairman of the N.E.C., presided.

Opening the discussion, J. H. WARREN, general secretary of NALGO, declared that the Electricity Bill under which municipal and company electricity undertakings would be nationalised, even when in draft form, covered in principle all major issues about which staffs had been concerned. Under present legislative practice, however, much detail, which in more leisurely days would have been included in the Bill, had been left to be settled by Regulations promulgated later, and it was therefore impossible for NALGO to tell every member precisely where he stood under the provisions of the Bill. But this only meant that the Association's parliamentary work was spread out over a longer period. Delegates would hear what had been done so far but they should realise that something still remained for the later stage, when the Regulations were being drafted. They could rely on the Association doing its utmost to protect the interests of all officers affected. He was anxious about the position of part-time officers under clause 55 as described below.

A Joint Council

Amplifying an earlier report summarised in the June number of LOCAL GOVERNMENT SERVICE, W. C. ANDERSON, NALGO's legal officer, reported that provision had been made for joint negotiating machinery after nationalisation. Clause 53 stated that the new central authority should "seek consultation with any organisation appearing to them to be appropriate" with a view to the formation of machinery for the settlement of terms and conditions of those employed by the electricity boards—with provision for reference to arbitration—for the encouragement of measures affecting safety, health, and welfare, and for the discussion of matters of mutual interest, including the efficient operation of the Boards' services.

A clue to NALGO's place in the machinery to be set up had been thrown out by Mr. SHINWELL, the Minister of Fuel and Power, who referred to NALGO in the House of Commons on June 25, saying: "I would not exclude representations from a representative body of that kind which is, indeed, a *bona fide* organisation."

In all but one outstanding clause—number 55 of the draft Bill—the officers' rights were adequately safeguarded. That clause made no provision for compensating officers engaged for part of their time in the affairs of an electricity undertaking and for part of their time in other local authority affairs and who would suffer pecuniary loss as a result of nationalisation. But the Minister had assured the Association that, "as a matter of legal construction," the wording of the clause was wide enough to cover such officers as town clerks and borough treasurers and their staffs, although it was not contemplated that the Regulations should be drawn specifically to cover them. If, however, the Minister made it a condition, in awarding compensation, to local authorities that they must maintain officers' salary levels, these officers might consider that their interests had been adequately safeguarded.

Protection of Transferees

Several delegates referred to the absence from the Bill of provisions to safeguard the rights of officers compulsorily transferred from one part of the country to another. In reply, the general secretary explained that no provision to this effect could be made by legislation, but that some agreement might be sought when the "charter" for the electricity service was discussed, and the meeting thereupon decided to seek such protection, for those both voluntarily and compulsorily transferred, through joint negotiating machinery.

Commenting on claims that there should be provision to safeguard the interests of officers who might be directed to perform duties incompatible with their former positions, the legal officer said that the regulations would cover compensation for loss of salary, but that there was unlikely to be any provision for payment for loss of status: such provision had never been made. Whether there would be provisions covering officers required to perform duties different from their former duties remained to be seen.

W. C. SNELL, **Eastern district**, pointed out that, if compensation were made on the basis of salary, municipal officers, having a charter and higher salaries, would come off better than company officers, unless some interim review of company officers' salaries were possible.

Pension Scheme

On superannuation for the service when nationalised, the general secretary said that the Minister would, by regulation, set up a comprehensive scheme under which no officer would be worse off: the clause contained a no-detriment proviso. He considered that there was no point in adopting the suggestion that details of existing schemes should be sought and examined. The Minister no doubt had all the necessary information. Further, there was a valuable precedent for a comprehensive scheme in that prepared for the Health Service which, in his view, was an advance on existing Local Government Act arrangements.

B. HEPTINSTALL, **Southern district**, said that the County of London Electricity Supply Group operated a death benefit scheme under which next-of-kin might receive £800 to £1,000. What would happen to such a scheme?

The general secretary replied that such a benefit might be considered to fall within the definition of "emoluments" in a schedule to the Bill and that there might, therefore, be a case for compensation. It was agreed to ask branches for details of any uncommon provisions in local superannuation schemes.

Asked whether the Bill would cover an officer drawing old age pension and superannuation allowance, the legal officer said that one could expect provisions in the regulations similar to those made for local government officers under the National Insurance Act (reported on page 396.)

Not Civil Servants

Asked by M. MORGAN, **South Wales district**, who would be responsible for appointments to the nationalised industry, the chairman replied that central appointments would be made by the central authority and local ones by the area boards. The civil service commissioners would have no responsibility, nor would officers become civil servants. The general secretary asked the meeting to distinguish between appointments to the governing boards and appointments of staff, in discussing some of the suggestions put forward. He believed that the Government would make the former in its own way; but they could formulate a policy on staff recruitment. It was agreed to ask NALGO to urge that recruitment to the central authority and area boards should be from the widest possible field, and that all appointments should be filled after open advertisement and not by nomination.

Invited to outline the plans of NALGO's service conditions and organisation committee for electricity staffs, L. BEVAN, new chairman of that committee, said that its long-term policy was to set up a permanent national joint council. In the early days of that N.J.C., the staff-side seats would be largely filled by tried NALGO negotiators, but later on men from the industry would be invited to take over. The next aim would be a charter with a no-detriment clause, but that would take time if it were to be done well. To this, HADEN CORSER, deputy general secretary, added that no steps to set up such a council for non-manual electricity staffs had yet been possible, since there was as yet no employer body. As a short-term policy, however, it was hoped to set up an interim council for company staffs only—municipal officers were covered by the local government joint council until the vesting da a date not yet settled.

Describing the attempts made to set up th interim council, Mr. Corser said that at a meeti with other trade unions in May, it was report that the managements of seven electricity supp companies had intimated their willingness to ta part in a conference to consider joint machine for non-manual staffs. The meeting agreed th joint negotiating machinery was desirable and th discussions should be held with the Ministry Labour and National Service. These were hel and the Ministry's officers advised the trade unio to contact the Incorporated Association of Electr Power Companies, the London Electricity Supp Association, and the Provincial Electrical Supp Association of the United Kingdom. Tho associations were meeting on September 3 an would probably then decide to meet staff repr sentatives.

The general secretary confessed that the tim taken to get under way might seem long, but the fir step was to get all unions concerned to join in a approach to the employers. Such a step could n in this instance be taken until difficulties wi other unions arising from NALGO's recruitme in the public utility field had been settled. Th had now been done.

The meeting then agreed that an interim charte based on the local government officers' charte plus a no-detriment clause but without a pr motion bar, would be acceptable to compan staffs and decided to ask the Association to pre for such a charter and for interim machinery.

"Same for Scotland"

J. F. CARTER, **Scottish district**, declared th Scotland did not want a separate charter, and th chairman replied that NALGO's policy was th same salaries and conditions for England, Wale and Scotland. Mr. Riley also promised that th Association would take action to speed up pr vincial Whitley councils' hearing of municip electricity officers' appeals.

The meeting adopted without discussion th Association's policy on the cost-of-living bonu

Mr. Heptinstall complained that Headquarter pamphlet, "All About NALGO," did not app particularly to electricity needs and did no therefore, greatly aid recruitment, and the cha man suggested that Headquarters should prepa a special propaganda pamphlet addressed electricity staffs.

At this point, Mr. Heptinstall urged the creatio within NALGO of a separate division for ele tricity staffs, and Mr. Morgan suggested tha Each district committee should be instructed set up a public utilities sub-committee;

The special conference of utility representativ should be convened at least once more befo NALGO's next Annual Conference; an

The N.E.C. should prepare a scheme for th organisation of public utility staffs and seek th views of district committees upon it.

The chairman commented that the N.E.C. ha hoped to avoid any division into groups, b would consider Mr. Heptinstall's proposal.

The meeting also agreed to ask NALG to press, through both interim and permane joint councils, for the establishment of local joi committees, to oppose a marriage bar, and refer length of holidays to the permanent joi council.

Future Conferences

Before dispersing, delegates discussed futu conferences and on the chairman's suggestio agreed that:

For the time being, the N.E.C. should consid the conference as the advisory body on electrici matters:

The Conference should make nominations the N.E.C. for the staffs' side of the propos interim joint council;

It should be called again in three or four month and

All district committees should be asked future to send their own representatives in additio to representatives of company and municip members.

First Regional Gas Council Meets—But Employers Hold Up National Body

THE London Regional Council for gas staffs —the first such regional council to be formed—met for the first time on July 28 at Gas Industry House, London. It agreed to formulate a salaries scheme and appointed a special sub-committee to report as soon as possible on (*a*) salary scales and (*b*) the position of meter-collectors.

NALGO is represented on this sub-committee by T. M. KERSHAW, the Metropolitan district officer.

It is hoped to form a chain of such regional councils throughout the country, together with a national joint council for the gas industry. But the negotiations for the latter have proved both difficult and slow, as is shown by a joint statement issued last month by the four trade unions concerned—NALGO, the British Gas Staffs Association, the National Union of General and Municipal Workers, and the Transport and General Workers' Union.

This declares that the unions have done all they could to expedite the formation of the joint council, and describes the progress of negotiations as follows:

October, last year—"Application was made to the Federation of Gas Employers for the setting up of a national joint council for gas staffs."

November—"The central committee of the Federation agreed that such a council should be set up by the Federation and those trade unions which can claim to represent the non-manual employees of the industry."

December—"The Federation requested that, in view of the imminence of the setting up of the council, local negotiations should cease, as, in its opinion, chaos would be caused if local agreements were made which would be superseded almost immediately by national agreements. Under the impression that the council would be established within a few weeks, the trade unions have, therefore, not generally pursued local negotiations."

March, this year—"The constitution was drafted by officers of the Federation and the trade unions."

June—"The Federation informed the unions that it would be necessary for the member-undertakings to agree individually to participate in the proposed council and that the employers' side *could not be formed* until sufficient acceptances had been received."

In view of this information, the trade unions, which had been under the impression that the decision of the central council in November had been given on behalf of the Federation generally and with the authority of all its member-undertakings, decided that, since the setting-up of the council would probably now be delayed for some months, and since the redress of a number of grievances had become a matter of urgency, they must immediately submit and press application for improved standards where conditions were not

"Do you stock them Emotion heaters?"

satisfactory. This decision was submitted to the Federation of Gas Employers. While refusing to authorise local negotiations generally, the Federation agreed that, since negotiations had previously been begun in the London district, a London Regional Joint Council should be set up immediately. The trade unions accepted this suggestion, but reserved the right to press claims with individual undertakings in other areas, if necessary, under the provisions of the Conditions of Employment and National Arbitration Orders, 1940-1944.

The Promotion Examination—and the Electricity Student

By R. C. Forster, F.C.I.S.

THE promotion examination of the Local Government Examinations Board is not ideal for the electricity student. It is too much local government and not enough electricity. This will doubtless be set right when the industry is nationalised. Then, NALGO will help form a national joint council for the industry with a Charter and a promotion examination of its own.

What will the syllabus for the Electricity promotion examination be like? I suggest that it will cover the usual general educational, specialist, and background subjects, with emphasis on electricity supply administrative practice; electricity supply accounts; and the law relating to electricity supply. Each of these might well support a paper of three hours, in contrast with the local government promotion examination which, today, cannot afford more than one three-hour paper for all electricity supply subjects, and then only after special application from each student wishing to take it as an alternative subject.

But—and this is important—a new examination as the industry may take two years to evolve. Meantime, those who want to be in on the ground floor for opportunities under nationalisation have already decided to take the local government promotion examination and some of them have asked the Examinations Board to allow them to study electricity supply, practice, law, and accounts as an alternative subject under Group IV of the syllabus. Such students living in London may like to know that these are being taught for one evening a week at three L.C.C. evening institutes —Fulham, Kentish Town, and New Cross. The electricity officer is likely to find them easier to learn because he already knows much of the subjects, more interesting because they cover the career he has chosen, and beneficial because they help him with his work. The abridged syllabus includes:

Administrative Practice.—Office functions, layout, planning, and operation; personnel; routine; equipment and machinery; records; organisation of the industry; functions of the Electricity Commission, Central Electricity Board, Power Companies, and Joint Boards; organisation of undertakings; administration—time-keeping, wages, organised relations with labour, works committees, canteens, training, stores and purchasing, transport, meter reading and slot collection, control methods, plant records, consumers' records and index.

Supply, Accounts, and Law—General outline of Electricity Supply Acts and Regulations, 1882 to present day; electricity supply accounts, double account system, sinking reserve funds, loans and war damages.

Unhappily, there is little or no professional instruction at present for provincial and many London members, but some might persuade the head of their local evening institute to arrange a course. I may be able to help London members if they will contact me through NALGO.

NATIONAL INSURANCE NEXT YEAR

Members' Queries Answered

THE National Insurance Scheme comes into force on July 5 next, and on or before that date the Government will take over all approved societies. Below are given answers to the questions which many members, or would-be members, of the NALGO Approved Society are asking:

May I join the NALGO Approved Society? No. It is too late now to join, transfer to, or seek re-admission to the Society.

To whom then should I apply for health and pensions insurance? If you are 16, or over, to your local employment exchange for membership of the Deposit Contributors Insurance Section; if you are under 16, to the juvenile employment bureau for membership of the Juvenile Deposit Contributors Fund.

When I have done that, to whom should I address a claim? The Ministry of National Insurance will tell you that later.

Until recently, I was compulsorily insured; now I earn over £420 a year. Can I become a voluntary contributor? No. But the Ministry will allow you to carry on as though you were still compulsorily insured, provided you continue to stamp your *employed* contributors' card at the *normal* employed rate. See the "special notice" on your insurance card. Exceptions to this rule are:

Former voluntary contributors under the combined scheme of health and pensions insurance who became compulsorily insured when the remuneration limit was raised to £420 a year. They may, on again ceasing to be compulsorily insured, revert to voluntary insurance under the combined scheme and may, if members of the NALGO society, send completed form A.S.17 to Headquarters; and

Those who cease to be insurably employed because they are no longer gainfully occupied—for example, women giving up employment on marriage and officers retiring before 65 (60 for women)—and who will not, therefore, be insurable for sickness benefit under the new scheme. They may, if they have 104 weeks of compulsory insurance to their credit, still become voluntary contributors for pensions only, and may send completed form A.S.21 to Headquarters.

What is the point in my stamping my voluntary insurance card for 1946-7 since I am to be insured compulsorily in July next year, under the new scheme? We shall not know the answer until we see the transitional regulations, and they are not out yet. You are advised, however, to carry on with your insurance and keep your card stamped to date. This will safeguard your rights. If you neglect to carry on, you may find later that you have sacrificed benefits under the new scheme. As soon as fuller information is available, members will be told. In the meantime, please do *not* write to Headquarters for reassurance on this point; the correspondence this involved recently in one day alone took Headquarters' staff three days to clear.

I am an "elderly" contributor and have not yet received the expected arrears card for the recent contribution year. Why is this? Up to the time of going to press, the Society had received no arrears cards from the Ministry. They will be sent out as soon as received, provided there is no alteration in the system of payment of "elderly" contributors' arrears.

The process of transfer will involve very heavy work for the staff of the NALGO Approved Society in the next few months, and members are therefore asked to relieve it as far as possible of the burden of answering questions. Full information will be given in "L. G. S."

Staffs of 190 Companies have Joined NALGO

ANOTHER 13 public utility companies are this month added to the list of 177 whose staffs have joined existing, or formed new branches of the Association. They are:

Electricity.—Central Electricity Board (**Birmingham, Glasgow, Manchester** and **London**); City of **London** electric lighting, and Scottish Central electric power (**Stirling**); **Newmarket** electric light; **Horley** and **South Cumberland** electricity supply; **South East Yorkshire** electric supply, and **Settle** and **Sevenoaks** electricity companies.

Gas.—**Dudley and Brierley Hill** gas company.

Water.—**Colne Valley** water company.

Docks.—**Aberdeen** harbour commissioners.

HOW STATE PENSIONS SCHEME WILL AFFECT SUPERANNUATION

Officers May Take Both—or Pay Lower Contributions

By **W. C. ANDERSON**, Legal Officer, NALGO

THE National Insurance Scheme, which comes into force on July 5, 1948, will increase the rates of insurance contributions for all local government officers already insured, and will bring into insurance all who are not now insured. With certain exceptions all will become entitled to the new National Insurance retirement pension of 26s. a week at the age of 65 (for men) and 60 (for women).

Because of this, the Government has decided to modify existing local government and asylums' officers' superannuation schemes. The modifications are set out in the National Insurance (Modification of Local Government Superannuation Schemes) Regulations, 1947 (S.R.O.1245) and in Amendment Regulations (S.R.O. 1675, August 4, 1947.)

The Regulations give to present local government officers the right to choose whether to pay smaller superannuation contributions and receive a lower superannuation allowance on retirement (to which, of course, they will be able to add the State pension) or whether to continue paying their present superannuation contributions, which will entitle them to full superannuation allowance plus the State pension.

Before deciding which course to take, officers should study the regulations closely, working out the effect of each course on their budgets to-day and in the future. All are given a limited period—set out below—in which to decide.

To assist members, we publish below a summary of the regulations. This summary (which cannot be republished and should, therefore, be carefully preserved) gives a general view only, and those seeking information on a particular case should study the full regulations (obtainable from H.M. Stationery Office), or write to NALGO Headquarters.

In the summary, the term "insured person" includes, in addition to those compulsorily contributing to National Health and Pensions insurance, all voluntary contributors and all in "excepted" employment.

Reduced Contributions

The regulations provide for the following reductions in contributions:

Local Government Superannuation Act, 1937, *and local Act schemes**
Men, female nurses, midwives, and health visitors—£3 0. 8d. a year, or 1s. 2d. a week; Other women—£3 5s. a year or 1s. 3d. a week.

Asylum Officers' Superannuation Act, 1909†
Men—£1 1s. 8d. a year, or 5d. a week;
Women—£1 6s. a year, or 6d. a week.

Reduced Allowances

For present contributors and those who become contributory employees, local Act contributors or 1909 Act contributors between September 1, 1947, and July 5, 1948, reductions in allowances will be scaled according to age on the date when the modifications first operate in each individual case (see "When the Modified Scheme Operates"). The annual allowance will be reduced by an amount for each year during which reduced contributions are paid — for example:

MEN

Age	*Annual Reduction in Allowance* 1909 *Act*†	1937 *Act**
	£ s. d.	£ s. d.
20	2 0 6	1 14 0
30	1 4 6	1 8 0
35	1 2 0	1 5 0
40	1 0 0	1 2 6
45	18 6	1 0 0
55 and over	17 0	15 6

WOMEN

Age	*Annual Reduction in Allowance* 1909 *Act*†	1937 *Act**	
		Female nurses midwives and health visitors	*Other Officers*
	£ s. d.	£ s. d.	£ s. d.
20	2 0 6	1 14 0	1 14 0
30	11 0	15 6	18 0
35	8 6	13 0	15 6
40	7 6	12 0	13 6
50 and over	6 0	11 0	11 0

The amount by which the superannuation allowance will be reduced in each case can be calculated by multiplying the annual reduction by *the number of years the employee will contribute at the reduced rate before retirement*. For example, the superannuation allowance of a 1937 Act contributor aged 45 who contributes at the reduced rate for 20 years will be reduced by £20 (£1 × 20).

The annual reduction for those entering the superannuation scheme after July 5, 1948, will be £1 14s. for each year of contributing service, irrespective of age, and 17s. for each year of non-contributory service.

When Reduction Takes Effect

The reduction in allowance takes effect from the date a man attains 65 and a woman 60. If a man retires at 60, having completed 40 years' service, or before that age by reason of permanent ill-health, he will get the full superannuation allowance until he is 65. When he reaches that age, the National Insurance retirement pension becomes payable and his superannuation allowance will be reduced.

The maximum period of service to be taken into account in calculating the reduction in allowance is 40 years, and the maximum reduction will be £67 15s. a year, equivalent to the National Insurance retirement pension of 26s. a week.

Employees to Whom the Reductions Apply

The modified scheme will apply to:

Present superannuation contributors who so elect (see below);

New entrants to 1937, local act, or 1909 Act schemes; and

Present contributors who, at some future date, have a disqualifying break of service—*i.e.* who leave superannuable local government service for a continuous period of more than 12 months.

Option for Present Contributors

The following classes of officer are given the right to choose whether they will become subject to the modified scheme or remain in the present scheme:

1. *Insured persons* who are contributory employees, local Act contributors or 1909 Act contributors on **September 1, 1947.** They have *three months from September* 1, 1947 in which to decide whether they wish the modified scheme to apply to them.

2. *Non-insured persons* who are contributory employees, local Act contributors or 1909 Act contributors on **September 1, 1947.** They may elect within *three months from the date they become insured persons* (i.e. from July 5, 1948).

3. *Persons who ceased to be* contributory employees, local Act contributors or 1909 Act contributors before **September 1, 1947,** and who again become employed in such capacities within 12 months. They may elect within *three months from the date on which they again become employed in any of those capacities, or, if they are not then insured persons, within three months of becoming insured.*

4. *Persons absent on war service* at the date they would otherwise have been entitled to exercise the right of election. They may elect within *three months of their return from war service*, provided they become contributory employees, local Act contributors, or 1909 Act contributors, within 12 months after the end of their war service or if they are not then insured, within *three months of becoming insured.*

5. Persons who become contributory employees, local Act contributors, or 1909 Act contributors for the first time between **September 1, 1947** and **July 5, 1948.** If they are then insured persons they may elect within *three months from the date on which they become contributory employees, local Act contributors or* 1909 *Act contributors* If they are not then insured, they may elect within *three months from the date they become insured persons.*

How to Exercise the Right of Election

If an officer wishes to become subject to the modified scheme, he must, within the time stipulated, give notice in writing to his employing authority that he wishes the provisions of Regulation 3 to apply to him. If he does not give notice, the regulations will not apply to him and he will remain subject to the existing superannuation scheme, paying full contributions and receiving the full allowance. He will continue like this wherever he moves in the local government or asylums services provided he has no disqualifying break of service. Therefore, *if he does not wish to become subject to the modified scheme, he need take no action.*

When the Modified Scheme Operates

If the employee notifies his employing authority that he wishes to become subject to the modifications, then, if he is paid monthly, they will apply to him from the first day of the next month, and if he is paid weekly, they will apply from the first day of the next week.

Effect of Disqualifying Break of Service

If an employee decides not to become subject to the modifications, they will not apply to him unless he has a disqualifying break of service. Should he again become a contributory employee, etc., after such a break of service, he will be treated as a new entrant, and the modifications will apply to him automatically.

New Entrants

The modifications will apply automatically to persons first becoming subject to the 1937 Act, local Acts, or the 1909 Act after July 5, 1948. Such persons will have no right of election and no matter what their age, their superannuation allowances will be reduced by £1 14s. a year for each year during which they pay reduced contributions, with a maximum annual reduction of £67 15s.

Existing Modified Schemes

A person subject to a modified scheme under the Widows, Orphans', and Old Age Contributory Pensions Act, 1936, can either remain subject to that scheme or become subject to the modified scheme provided by the regulations. If he does not give any notification to his employing authority, he will remain subject to the 1937 Act modified scheme, but it will continue to apply to him only for so long as he remains in the employment of that authority. If he subsequently transfers to another authority, he will have no further option, and will become subject to the full local government superannuation scheme, that is, without reduction in contributions and pension. If, however, he later has a disqualifying break of service, the modification provided by the regulations will apply when he again enters superannuable local government service.

Non-insured Men over 55 and Women over 50

The modifications do not apply to men over 55 or women over 50 who, because they are not existing contributors or beneficiaries under the Widows', Orphans' and Old Age Contributory Pensions Acts, 1936 to 1941, immediately before July 5, 1948, cannot become entitled to the retirement pension under the National Insurance scheme on attaining the ages of 65 and 60 respectively. By section 71 (3) (*a*) of the National Insurance Act, 1946, such persons are deemed to attain pensionable age on the expiration of ten years from July 5, 1948, which means they must pay National Insurance contributions for ten years before becoming eligible for retirement pensions. They are excluded from the operation of the regulations, and must continue to pay full superannuation contributions.

† *Applies only to established officers or servants of the first class.*

* *Applies also to 1909 Act contributors who are not established officers or servants of the first class.*

Pension Regulations for the New Health Service

FOR the benefit of officers likely soon to be transferred to the national health service, we give below the main provisions of the superannuation regulations which will apply to them in the new service. Since there are some 60 regulations and nine schedules in the National Health Service (Superannuation) Regulations, 1947, it is impossible for us to publish them in full, and the following is no more than a bare outline.

1. **Contributions** will be six per cent. of officers' remuneration without exception.

2. **The annual pension** will be 1/80th of average remuneration (defined in paragraph 3) for each year of contributing service and 1/160th of such remuneration for each year of non-contributing service with a maximum of 40/80ths, plus a **lump sum retiring allowance.** Where an officer retires on grounds of **permanent ill-health**, the minimum annual pension will be 20/80ths if he would have been entitled to a pension of at least that amount had he continued in the service until retiring age.

3. "**Average remuneration**" is one-third of the total remuneration received by the officer during the last three years of his service.

4. **The lump sum retiring allowance** will be 3/80ths of average remuneration for each year of contributing service and 3/160ths of such remuneration for each year of non-contributing service with a maximum of 120/80ths (but see paragraph 10).

5. On ceasing to be employed, an officer will be **entitled to the annual pension** if he has either

(a) Completed ten years' service and is incapable of discharging efficiently the duties of his employment by reason of permanent ill-health or infirmity of mind or body ; or

(b) Attained the age of 60 and completed ten years' service (55 in the case of female nurses, midwives, and health visitors).

He is **entitled to the lump sum** retiring allowance, on ceasing to be employed, in the circumstances mentioned in (a) above, or if he has attained the age of 60 and completed five years' service.

6. An officer will receive an annual **injury allowance** not exceeding two-thirds of his average remuneration, where he ceases to be employed in consequence of permanent incapacity by injury sustained in the discharge of his duty and without his own default. The Minister will fix the amount of the annual allowance according to circumstances.

7. Where an officer has completed more than five but less than ten years' service and becomes incapable of discharging his duties efficiently by reason of permanent ill-health, he will receive a **short service gratuity** equal to the amount of his average remuneration.

8. A **death gratuity** is payable in certain cases—for example, where an officer dies after completing five years' service—amounting to the greatest of :

(a) 3/80ths of average remuneration for each year of contributing service and 3/160ths for each year of non-contributing service ; or

(b) Contributions plus compound interest ; or

(c) Average remuneration.

9. **A widow's pension** is payable :

If the husband was entitled to an annual pension or injury allowance, to the amount of one-third of that pension or allowance ;

If the husband dies after completing ten years' service, to the amount of one-third of the pension to which he would have been entitled had he retired by reason of permanent ill-health on the day previous to his death.

A widow's pension is subject to increase or reduction according to whether she was older or younger than her husband.

The pension is not payable, except as stated in paragraph 10, if :

The marriage took place on or after the date on which the husband became entitled to the pension or allowance ;

The marriage took place on or after the date when the husband reached pensionable age (65), or on or after the date when he would have been entitled to a pension on ceasing to be employed ;

The wife is herself entitled to a pension under the regulations ; or

The husband and wife were judicially separated.

10. **To provide a widow's pension** : the lump sum retiring allowance for a married male officer in respect of whose service a widow's pension may become payable, will be reduced to 1/80th and 1/160th for each year of contributing and non-contributing service respectively.

An officer marrying on or after the date when he becomes entitled to a pension or injury allowance, may surrender part of the pension or allowance to provide a widow's pension.

An officer who marries when he :

Has not reached the age of 65 but would be entitled to a pension on ceasing to be employed and has completed 40 years' service ; or

Has reached the age of 65 and would, if he ceased to be employed, be entitled to a pension may at any time before ceasing to be employed notify his desire to surrender part of the pension to provide a widow's pension.

In such a case the widow's pension is payable if the officer dies before retirement.

11. An officer, who is not married, or who is divorced or judicially separated, may surrender part of his pension to provide a **pension for a dependant.**

12. Service reckonable as contributing service under the 1937 Act, or as service for the purposes of the 1909 Act, or as service or a period of contribution for the purposes of a local Act scheme will be **reckonable as contributing service** for the purposes of the regulations. Service reckonable as non-contributing service for the purposes of the 1937 Act will be reckonable as **non-contributing service** for the purposes of the regulations. In each case, however, the officer must become subject to the regulations within twelve months of having ceased to be subject to the 1937 Act, 1909 Act, or local Act scheme.

13. Where a contributory employee will, if he remains in his present employment, be transferred to a body other than a local health authority, his present employing authority may at any time before the date of transfer resolve that the whole or any part of his **non-contributing service** shall be **reckonable as contributing service.** If that person is a female nurse, midwife or health visitor in whose case the compulsory age of retirement is 60, the authority may resolve to add five years to her service if she cannot complete 40 years' service before reaching 60. Similarly, years may be added to the service of a contributory employee whose authority has a local Act modifying the, 1937 Act which gives discretion to add years, and to the service of a local Act contributor where the local Act scheme gives such discretion.

14. A contributory employee, local Act contributor or 1909 Act contributor on being transferred under the appropriate Act to a body other than a local health authority, has an **option** to notify that body within three months after the transfer that he **does not wish to have the benefits of the regulations.** If he does so, his position will be the same as before his transfer. In other words, the regulations will apply to him as though they contained the 1937 Act, local Act, or 1909 Act provisions relating to contributions, scale of superannuation allowance and widows' pensions.

If the officer does not exercise that option, the amount of retiring allowance payable to him will be increased by one-half per cent. in respect of each year of non-contributing service reckonable before transfer. In the case of married officers whose lump sum retiring allowance is calculated on 1/80th and 1/160th instead of 3/80ths and 3/160ths of average remuneration respectively, the increase is 1½ per cent. for each year of contributing service and ¾ per cent. for each year of non-contributing service.

15. An officer who is **employed by a local health authority** on the appointed day, including a transferred officer, may elect within three months to have the benefits enjoyed before transfer instead of the benefits of the regulations. If he does not exercise that option, the 1937 Act or local Act scheme continues to apply but with the substitution of the provisions of the regulations relating to pension, retiring allowance, injury allowance, short service gratuity, death gratuity, allocation of pension or allowance to spouse or dependant, and widows' pensions. The increased retiring allowances referred to in the preceding paragraph will apply to him.

16. The regulations provide for **modification of contributions and pension** similar to those provided for local government superannuation schemes by the National Insurance (Modification of Local Government Superannuation Schemes) Regulations, 1947.

LET THE PEOPLE KNOW

Democracy Depends on Public Relations

THE case for public relations by local authorities, long advocated by NALGO, was well put the other day by FRANCIS WILLIAMS, Adviser on Public Relations to the Prime Minister (and, incidentally, a former editor of LOCAL GOVERNMENT SERVICE, as well as of the "Daily Herald"), when he opened Paddington's Civic Week.

"Real democracy," said Mr. Williams, "exists only where the residents of a community have, in addition to a continuous interest in their community affairs, the necessary knowledge of how those affairs are managed by their representatives. It cannot work unless the people have all the facts. They must be sure that no mal-administration of policy can be hidden, for the basis of a democracy is that people must know the truth."

And of the technique of public relations, Mr. Williams said : "It must not be concerned with propaganda nor with publicising those who happen to be sitting in the seats of government at the time. Public relations must provide people with the facts, so that they know what is going on. Public relations can never be a substitute for good administration, and must not be a cloak for mal-administration."

P.R. for the R.D.C.

NOTWITHSTANDING such examples as Paddington, however, local authorities as a whole are still only scratching at the problem, and must do much more if we are to develop municipal public relations to be an effective force. This was emphasised by Councillor Mrs. E. P. F. DENCE, of Sevenoaks R.D.C., at the annual conference of the Rural District Councils' Association.

Rural districts, she declared, were threatened with a loss of powers, and could meet the threat only by creating a strong body of public opinion in their favour. To enable citizens to understand their work and their importance, she called for the establishment of public relations committees in each rural district, close co-operation with the press and with organisations encouraging the study of citizenship, and other publicity measures.

She also urged the need for joining the "various links in the local government chain"—county, rural, and parish authorities, explaining: "John Citizen must be made to feel that the various local bodies have respect for each other and that they are each working for his benefit."

The conference asked the National Council to examine means of fostering publicity for rural district councils both locally and at the national level. This interest on the part of the R.D.C.A. should encourage NALGO rural branches to approach their authorities with offers of support and suggestions for joint action.

Silver Lining

THE "Silver Lining" weeks now being organised throughout the country by the National Savings Movement provide an excellent occasion for combining propaganda for savings with municipal public relations.

The theme of each of the "Silver Lining" weeks is the need for money, in the form of savings, for national and local reconstruction, and local authorities have been asked to play their part by showing what they have achieved to date, what are their plans for the future, and how capital expenditure, made possible by saving, is essential for progress. Here is a fine opportunity for a comprehensive exhibition in which every municipal service could be displayed to the citizen. Branches should make the most of it—by encouraging their local authorities to organise an exhibition, and by offering full co-operation.

ONLY a week ago life in Much Cowslip moved—if imperceptibly—with all the slow solemnity of a truly English summer: a traditional summer, full of scorching, windless days, drowsy with the drone of bumble bees, brilliant with colour, and heavy with perfume. Outside the Lamb and Lion the scent of phlox vied with stronger odours drifting from the open door—stronger, but no less welcome to the parched inhabitants wandering in at dusk from farm and field. Here, if ever, was England at its best.

To the unseeing eye, the scene remains unchanged; the sun still shines, albeit not so strongly, the phlox still blooms, though its crimson fades to purple, and the bees still probe remorselessly at every open flower.

But the men, alas, have changed! Their faces have grown lines.

A week ago—seven brief eventful days—they ambled in with open countenances, exchanging genial nods or friendly witticisms, and drank their modest pints with elbows on the counter and eyes on the landlord's daughter, who has in truth done her best to justify attention since she was voted Miss Anthracite, 1947, at the Coleboard Parva Gala. They were free men, grumbling as free men do of this or that, but inwardly contented with their world and not too anxious to disturb it. They had heard whispers—who had not?—that all was not well at the Council House, of secret midnight meetings whereat the Clerk and Chairman (to put them in order of importance in village eyes) had explained that everything was in an awful mess, had been fortified by a unanimous vote of confidence, and had made a deputation to the wealthy borough of Buttercup Magna whose more prominent citizens ate late dinner with the blinds up and played golf on Sundays. But what was all this to the ordinary villager, whose only responsibility was to pay his rates if he had to when he had to and not before? The Council were always "in a mess" and always got out of it somehow. The Clerk was a clever one—aye, a real one, he was—and it was *his* business, not theirs.

So they had reasoned, until a week ago a mass meeting of ratepayers was called in the Parish Hall, and the whole grim story told. The Council was in debt to the tune of four thousand and three pounds one shilling and elevenpence. The Government auditor had indicated that unless "finances were adjusted to a more realistic basis" the block grant would be withheld. Just what a block grant was, the audience did not know, but it was evidently something eminently desirable. What was not so desirable was the Chairman's intimation that, although it would raise only seventy-three pounds per annum, the Council considered that the rate precept should be increased from 6s. 11d. to 11s. 6d. as a gesture.

Blatherpatch had suggested the actual figure, on the theory that as it did not sound very different it would mislead the audience. He was quite wrong. In a spate of oratory never equalled at a village meeting—not even when the possible Sunday opening of the Camera Obscura was under discussion—the meeting made it plain that its constituent members were prepared to do anything and everything to save their village; except pay higher rates. They passed a unanimous vote of confidence in the Council, congratulated the Clerk and staff on their admirable conduct of parish affairs, empowered anybody to do anything (short of increasing the rate precept) and went home.

An emergency meeting of the Council afterwards empowered the Clerk to take "all such steps as may seem to him advisable, of what nature soever and whether legal, illegal, or of doubtful legality, short of raising the rate precept," and instructed him to report in a month. Then they went home.

The Clerk naturally called a meeting of the staff. He referred to the close ties of fellowship which had always bound us to him. We were, he said, a band of brothers. After eyeing Presson thoughtfully, he added: "I hope." He was sure we would come to the rescue of the community. The problem was one which we—with our close contact with village life and feeling—were more qualified to solve than perhaps even he himself. Naturally, he had the solution—the only possible solution—already in mind, but he would like us to examine the possibilities for ourselves and let him have our views. Then he went home.

The staff had already grasped the simplicity of this mode of facing realities. They unanimously appointed Blatherpatch, Presson, Postlebury, Miss Legge and myself as a Special Sub-Committee, with power to make any recommendations whatsoever to any such persons as may or may not be persons to whom such recommendations may or ought to be made, such recommendations not to include any proposal having or likely to have adverse effects upon the salaries and conditions of the staff. An amendment to exclude any proposal to increase the rate precept was defeated. Blatherpatch contending that the ratepayers must be prepared to make sacrifices if circumstances demanded them.

Left to ourselves, we worked until midnight preparing our report. Blatherpatch spent an hour advocating the abolition of the monetary system and the substitution of a Communist régime, while Presson urged what he called "unit control" by which the resources of the community would be mobilised under his leadership. He contended that only by "a dictatorship of the strong and competent" could we hope to avoid "the corruption of Communism." There was no middle road.

I was frankly impressed by this until Postlebury mildly suggested we could stay as we were—after all, we had been a long time like it. As Miss Legge, though anxious to go either Fascist or Communist, could not decide which, Postlebury and I carried the day in favour of the *status quo*. After much argument we finally came to the basic conclusion that, as we owed money, the only possible remedies were to spend less and pay more, if we were to avoid the catastrophe of bankruptcy. We reported accordingly to the Clerk.

He was disappointed, one could see that. "Crude!" he said. "Very crude. These are the simple economics of a bygone day."

Respectfully I asked what were the alternatives, if any.

"We could borrow," said the Clerk. "After all, we might as well be hung for a sheep. Or we could do what a much more experienced gentleman in this kind of difficulty used to do."

We looked our inquiry.

"Wait," said the Clerk impressively, "for something to turn up."

at random —— by "hyperion"

Hiram's Harem

He left for a vacation at his lodge, taking his two favourite great dames with him. — *Pico, California, Gazette.*

Faithless Ulcers

"Help us to do our very best this day and be contented with this day's troubles, so that we shall not borrow the troubles of tomorrow. Save us from the sin of worrying, lest stomach ulcers be the badge of our lack of faith. Amen." —*Rev. Peter Marshall in the Senate, reported by the Congressional Record, Washington, D.C.*

Wanted—A Reason

Oh, why do you walk through the town in slacks,
Oh, fat white woman whom nobody smacks?
Diana Morgan

For Information

Letter from Moseley, Birmingham, enclosing official intimation from Government Department. Here it is:

Where any garment is described in an item prefixed "U," "R," "MN," "N," "IF" or "Ove," and also in an item with another prefix other than "Inf" it shall be deemed to fall within the item prefixed "U," "R," "MN," "N," "IF," or "Ove," and where any garment is described in an item prefixed "U," and also in an item prefixed "MN," it shall be deemed to fall within the item "MN."

Inflation "Bogey"

"The trouble is that so many poor people have so much money."

Bleak Prospects?

"In addition to the ohm, watt, ampere, and volt, you will have the Shinwell, a negative unit of electricity."—*Lieut.-Col. Walter Elliot, M.P.*

Our "Urbie"

Mr. Mackin's full name is Urban District William Mackins. He was given these names because on the night he was born—April 6, 1897—his father, W. C. Mackins, was re-elected to the Walmer Urban District Council.—*East Kent Mercury.*

Say It with Rumbles

A prolonged rumble, which is the sound members of the House of Lords emit when they have heard something they like. . . . —*The Times.*

Obvious

FOR as what is conceived, is conceived by conception, and what is conceived by conception, as it is conceived, so is in conception; so what is understood, is understood by understanding, and what is understood by understanding, as it is understood, so is in the understanding. What can be more clear than this? *From the works of St. Anslem, translated by Sidney N. Deane.*

What indeed?

Brevities

"I'm sorry to do this," said the small boy, as he spread jam on the baby's face, "but I can't have suspicion pointing its ugly finger at me."

"How long was our last cook with us? My dear, she was against us from the start!"

"I find it quite easy to give up smoking. I have done it over and over again."—*Kingsley Martin.*

Headquarters' Postbag

Dear Sir,—I am writing to inform you that my sister-in-law Mrs. Brown died last Tuesday. Is this the right thing to do?—*Letter to NALGO Approved Society.*

EADERS' FORUM

Is Appeasement Behind Grading Appeal Anomalies?

This month's prize of 10s. 6d. goes to PRESS V REWARDLESS for raising an important int on the need for uniformity in grading peal decisions.

T Conference, the N.E.C. agreed to be "pressed to expedite the application of the tional scales on a national basis." And out time, too!

One can understand that local authorities ve different points of view about grading comparable posts. One can forgive that. t the action following appeals against ading has been unforgivable and iniquitous. mocks the apparent justice of Charter ragraph 39 which permits one to appeal the almighty, autonomous provincial uncil if dissatisfied with grading.

What happens to such appeals?

The appeals committee of X provincial uncil listens to the case of an A.P.T. 3 nitary inspector employed by a borough uncil (pop. 15,000; 1d. rate £550) who, addition to his statutory duties, is responsible r meat inspection in a central slaughterhouse volving much overtime. The appeals mmittee upgrades him to A.P.T. 4. At subsequent meeting the same appeals com-ttee listens to the case of another A.P.T. 3 nitary inspector employed by another rough council (pop. 20,000; 1d. rate 50) who also, in addition to his statutory ties, is responsible for meat inspection in a ntral slaughterhouse similarly involving ch overtime. Does the appeals committee grade him to A.P.T. 4? Not on your life: leaves him, much aggrieved, in A.P.T.3. at is not all. The appeals committee of Y ovincial council grades in A.P.T.4 a nitary inspector employed by an urban strict (pop. 10,000) with no slaughterhouse.

One iniquitous feature of such awards is at there is no further right of appeal against m to a body exercising the functions of the mpire to reinstatement committees.

There are other iniquities not so easily lved. The decision of the appeals committee plies agreement between the employer d staff, for if no agreement is reached, case is referred to the National Whitley ouncil. Thus it would seem that our staff presentatives are as much to blame as the ployers for irresponsible decisions—or even re so for, whilst most employers are in al government part time, staffs are full ne, and so should have a sound know-dge of prevailing values.

If it is true that they have such knowledge—d many are on the N.E.C.—do they fall o line with the employers for the sake of rmony? True, we want a friendly feeling tween opposite sides of Whitley councils, t not always at the expense of our members.

My branch intends to raise this point nstitutionally through the district committee. hat do others think?

PRESS ON REWARDLESS.

Reassess Grading Now!"

OW is the time to introduce reassessment committees.

They would examine the first effects of the arter and assess the suitability of each grading d post with reference both to similar posts ewhere and comparative posts in other depart-nts of the same authority. They should have wer both to upgrade and to downgrade posts. Such uniformity was declared one of ALGO'S aims. Yet in my own area: qualified clerks in favoured departments are put in A.P.T. 7 whereas current advertisements for vacancies for similar posts elsewhere offer clerical or higher clerical grading.

alified deputy chiefs in less favoured depart-ments are put in A.P.T. 6.

Unqualified clerks already on their maxima have been put in the clerical, higher clerical or A.P.T. 1, 2 or 3 grades according to department.

Unofficial grading of departments has been operative here for some years. They are grouped in three grades and the effect of the Charter has been to accentuate their varying "stati," perpetuate previous anomalies, and create precedents for future iniquities.

The introduction of paper qualifications for future promotion has slammed the door in the faces of those not already A.P.T.-graded.

"RE-DISILLUSIONED."

"Bricklayers ARE Better Off"

IN deciding to apprentice my son to the trade of bricklaying by reason of its advantages over Charter conditions, "Lambethian" says I overlooked certain points.

I admit the bricklayer's weekly working hours are six more than the officer's. That time is partly consumed in keeping clean and neat. Anyway, the officer had better not boast about his shorter hours. Strong pressure is being exerted to increase them.

In my authority, artisans:

Do not lose time (or pay) through inclement weather, but work inside at trade rates.

Are paid full sick pay for six weeks—less National Insurance benefits—and half pay for 20 weeks each year. The Charter gives more, but few officers exceed 6 weeks' sickness a year.

Are given two weeks' holiday with pay, in addition to statutory holidays. Thus the general division officer is three days better off in this respect, but has a hard struggle to pay for one week's holiday.

The artisan's overtime pay is much better. He can work at his own trade if he likes outside normal working hours; or can fling down his tools with never a thought for tomorrow so far as responsibility is concerned.

J. E. ROSE.

283, Sprowston Road, Norwich.

Since this number of "L. G. S." is smaller than usual, we have had to hold over many letters. Letters for the October journal (to be published on October 16) must reach the Editor, 24 Abingdon Street, London S.W.1., by October 1.

CHARTER GROUSERS

"Why Don't They Try Industry?"

I AM a newcomer to local government and to NALGO, and have carefully read "Readers' Forum" each month. I am beginning to doubt the wisdom of my decision to enter the service.

Were I to believe all that is printed, I should regard the average local government officer as a returned warrior whose chief officer leads the conspiracy to condemn him to play second fiddle to service dodgers and conchies formerly junior to him. His 38-hour sweated labour week so exhausts him that not even an annual holiday of a month—claimed as a right—sufficiently sustains his strength to enable him to undertake the task of qualifying himself for promotion which will, in any case, yield an inadequate financial reward.

I cannot understand why this overworked victim of spite remains in a service he finds so uncongenial. Why does he not hawk his talents in the industrial world now crying out for men? He has nothing to lose. If industry takes him at his own value, he will gain. If it will not accept him, he is probably overpaid now.

Fortunately, the service has many men of character who know their goal and are working hard and uncomplainingly towards it. They will succeed because they have what it takes to succeed. They will outstrip the chronic belly-acher whose only contribution to life is the dull, reiterated bellow: "World unfair to me."

Council Offices, T. A. RICHES.
Brentwood.

D.P.A. STANDARDS

Do University Courses Vary?

AT Conference, Mr. L. C. St. Leger Yeend said that he had successfully completed a course for the Diploma in Public Administration which he had begun at Bristol University two years before. This seems to confirm my impression that the standards set by Universities vary remarkably.

Glasgow University's course takes three years and comprises eleven subjects. Its high standard may be judged by the fact that, out of about thirty students embarking on the revised course in 1944, only six completed it, and of those, only three passed in all subjects.

Considering the importance placed on the D.P.A. by the Charter, is it right that the same qualification should be held by persons whose attainments differ widely? Standardisation at high level is needed.

Glasgow. D. P .A.

The Joint University Council for Public Administration is now working to standardise diploma courses, and NALGO is helping it.

The Promotion Examination

PASSPORTS from the general division will in future be held by those passing a recognised professional or technical examination as well as by those passing the promotion examination or being exempted (sounds like an avenue for dodgers and scroungers) by the National Whitley Council.

This is unfair to those who began study for the professional examination before the promotion examination was thought of and who may already have passed the intermediate stage.

Judging by its syllabus, the standard of the promotion examination would appear to be that of *intermediate* examinations of professional and technical bodies. Therefore, I consider that when the Examination Board prepares its list of approved examinations, it should accept the Intermediate stage as qualifying for promotion, otherwise a person who has paid £30 to £40 for a course for both final and intermediate examinations within five or six years may have to remain in the general division for that time, whilst his neighbour, after a year's concentrated study, could take—for far less—the promotion examination, the standard of which the other would have already passed.

70, Brockhurst Road, J. E. LEWIS.
Ward End, Birmingham, 8.

The Board is now engaged on a review of the examinations which may be accepted in place of the promotion examination and will consider what stages of such examinations can be accepted.

Inequality for Under 35's?

CONFERENCE would exempt from the promotion bar officers of 35 or over on April 1 last year or having 15 years' service.

As a permanent officer under 35 with only 13 years' service, I feel that that would create inequality for me and those like me.

Former temporaries engaged during the war and now permanent, but with a measure of service not to be compared with mine are, if 35 last April, likely to skip the promotion examination and suffer no bar to promotion, whereas I, with 13 years' service, would have to take it and not become eligible for promotion until I had.

I say, cut out reference to age and exempt only "officers with 15 years' service."

28, Southdown Road, E. A. BISHOP.
S.W.20.

"Will Enhance Our Status"

THE expected stampede to evade the promotion bar has begun. Young men of 35 will gladly introduce a condition for others to study for examinations, if they themselves can avoid it.

There should be no exceptions.

The examination proviso will enhance the status of local authority staffs and will help improve the view the public sometimes takes of service appointments.

"NO EXCEPTIONS."

"Morally Wrong"

I STILL contend that the promotion bar is morally wrong. It holds the officer to ransom. It tells him to pay up for a course of study or find someone else—the ratepayer—to pay up for him, before he can hope to better his position.

Older officers have knowledge gained by years of experience that no textbook can supply. That is more valuable to them and to their employers than book-learning.

CHARLES R. BOREHAM.

64, Amity Grove,
S.W. 20.

TOWARDS EFFICIENCY
"Put Our House In Order"

ALL are aware of the country's plight and many convinced of the need for a general effort. We must do our share, too.

The Minister of Health has urged local authorities to cut staffs. Can we deny that there is much slack to be taken up? I should like to see a big effort made to put our own house in order.

Recent recruiting by local authorities has not been up to standard. Lowering standards will create an acute shortage of able administrative and technical personnel and a glut of general division clerks unable to progress further.

All must have a thorough grounding in departmental duties. Hence, probation must cease to be a farce. New entrants must be placed under the tutelage of a senior—not too senior—officer and not just given all the donkey work. After-training is of importance, too, and officers concerned with administration should see that their staffs get it. "Chief Officer" said, in the April journal, that all should put their backs into work and produce more, but he should remember that it is not hard work but efficient work that is wanted. That is often stifled by bad organisation, lack of co-ordination, and discontent. To encourage pride in work, there must be room for constructive effort in every job. Technical chief officers must not look upon non-technical staffs as a lesser breed fit only to fetch and carry.

Team spirit is essential. To foster this, joint consultation between those in charge and their staffs is necessary. Promotion must be more real and without to-day's water-tight departmentalism. I would like to see combinations of local authorities for staffing purposes with an examinations and promotions board of permanent officers and employers' representatives. The increased field of promotion would help check frustration and give a fillip to morale.

Although public relations is being developed, staff relations on the "production side" are still neglected. We must stop ridiculous secrecy. Under its cover, nefarious schemes can thrive and, at best, it breeds mistrust and lack of interest. How many departments have a system for keeping staffs well informed of changes in legislation and administration? It was gratifying to read of the Production Committee at Tottenham, and I believe that the formation of similar bodies elsewhere would help us pull our weight in the national effort.

DAVID LYNN.

"COMPANY" MEN SPEAK OUT
"Getting Impatient"

I AM a company man getting impatient with the slowness of NALGO'S negotiations. I joined six months ago to get a living wage—a concession which my company seems disinclined to grant. Nothing has been done, and I think nothing will be done until NALGO changes its attitude to strike action. Because NALGO has never struck, and maybe never will, my company refuses to grant Charter pay. G. and M.W.U. demands are granted, but NALGO'S policy is taken for weakness.

Were NALGO to adopt a policy of potential strike action and found it necessary to call out on strike all its members in my company, the company might bring in non-union clerks and storemen to do our work. The next development would be the G. and M.W.U. calling out all the stokers and fitters on grounds of victimisation.

This would be possible only were we affiliated to the T.U.C.

"MIDLANDER."

So far from having done nothing, NALGO has done a tremendous lot to secure a living wage for officers of company gas and electricity undertakings. But it takes more than six months to establish negotiating machinery for employees who for years have neglected to associate. Incidentally, the G. & M.W.U. is working with NALGO in this direction.

"They Tell Us Nothing"

ELECTRICITY company branches get a bad press in LOCAL GOVERNMENT SERVICE. Rarely do we see any reports from Headquarters dealing with electricity branches. Why cannot one page be devoted to company branch news? Cannot some member of a company branch or municipal electricity department give us an article on some such topic as nationalisation or grading? Or why not tell others how your branch is organized?

As for Headquarters, they "don't tell us nothing these days, do they?" Why must it be necessary to write, phone or call again and again to get information about developments in the company world? We ask the secretary, who asks the district officer, who asks Headquarters . . . we wait! We expect and have a right to a far better information service than we get. Surely Headquarters could issue monthly bulletins or circulars to company branches or give items of special news in this journal? How do they expect to keep the interest and support of company members unless they keep them regularly posted with news? In one area some months ago the

staffs considered taking action against the companies under the Conditions of Employment and Arbitration Order, despite the decision in London on January 25 not to do so. Their reason was that, in the absence of news from Headquarters, members should do something for themselves. We, a branch of 300 and the first of Edmundsons' staffs to form a branch, have had to rely upon the Northmet branch magazine for certain news of importance. Is this good enough? District officers are often as ignorant as we. Headquarters is keeping neither them nor us informed.

Cornwall Electric Power Branch. F. PASCOE,

Articles by or about "company" officers have appeared in every number of the journal, save one, since the Conference decision to recruit them—and more would have been printed had they been submitted and space been available. Whenever we have news to report, it is reported—as Mr. Pascoe will see on pages 394-5 this month; but we cannot report each stage in negotiations which are often confidential. Similarly, district officers are informed of definite progress, but Headquarters is too busy getting things done to circulate every detail.

CHANGE NALGO'S NAME?
Northmet Explains Why

AT Conference, my branch asked that changing the name of the Association should be considered. In the hectic rush of the last hour or two, the N.E.C., without discussion, offered to review such a change, so there was no chance to give reasons for a motion which, on the face of it, may have seemed to many present to be cool effrontery. May I give those reasons now?

Firstly, thanks to members' own action at last year's Conference, we now have within our ranks thousands of new members, and dozens of active branches in no way connected with the local government service, and never likely to be. That number will grow greatly if and when recruitment plans materialise.

Secondly, many thousands more will from time to time be transferred from local government to nationalised services and the like. I have heard this figure put as high as 50 per cent.

Further, more than sixteen months have passed since my branch was admitted to membership. Yet we are constantly irritated by people saying to us, "Are you in NALGO? But surely that's for local government officers." We are also depressed to see in "L.G.S." frequent references in articles and letters to such and such a thing being of interest to all local government officers, when the writer means, or should mean, of interest to all *members*, having forgotten that NALGO has many members outside the local government service. Moreover, we are fed up with speakers at district committees and other meetings, prefacing their remarks with "We are all local government officers here . . ." It is time they knew differently.

Again, we are worried at the apparent preoccupation of most of the Association's members with the shortcomings of their Charter and its application. After well over a year there are still thousands of public utility members "unrecognised" by their employers. They only wish they had a Charter to grouse about! And, until recently, we were concerned at the impression, right or wrong, that Headquarters and the N.E.C. would get busy on our problems—when they were not too busy with purely local government ones.

We favour a more suitable title as a constant reminder to all that the Association is no longer an association only of local government officers and will become increasingly less so.

CLIFFORD BARON,
Chairman, Northmet branch.

N. A. P. S. O.?

NATIONALISATION of many public services will mean that many of NALGO'S members will not be in the local government service. NALGO must move with the times; it must find a more fitting title. What about National Association of Public Service Officials? LOCAL GOVERNMENT SERVICE must also find a new name and a wider horizon.

MAINS OFFICER.

OUR WAR MEMORIAL
Was Knole Lodge a Mistake?

IT was a hasty and unsound decision to purchase "Knole Lodge," convalescent home, as a war memorial.

Mr. Carlaw said so on this page last November and was told, "Conference unanimously approved the war memorial scheme last June."

True, but at that Conference how many delegates were ex-servicemen? Few, indeed. Most serving members did not return until 1946 and had little or no say in the matter, comrades though they were of those killed.

My view was supported by a report at this year's Conference that the appeal for funds had not met with the success expected. Many must feel that a memorial to comrades who made the supreme sacrifice should have been a less selfish one. Were schemes ever mooted for sending our heroes' children for educational holidays, or for giving them facilities for meeting the youth of other lands and thereby helping to break down national barriers? Are we sure that their families want in no way?

I think the memorial should have been primarily for the benefit of "those who are now left alone," and not a convalescent home where, for four guineas a week, members—even including the few who raised not a finger to help our country in her dark hour—may recuperate from illness.

R.D.C. Offices, T. H. C. BARTROP.
New London Road,
Chelmsford.

BOUNDARY COMMISSION
"Powers Utterly Inadequate"

IN your June editorial you congratulate the Local Government Boundary Commissioners on their progress and realism. They deserve praise for the way in which they are trying to solve the problems facing them—but their powers are utterly inadequate for their task. Compelled to work within the existing structure of local government, their progress is thwarted at every turn by the basic conflict between county boroughs and counties. In view of the NALGO report on the reform of local government—it recognises the necessity for some form of regional government—I was surprised at the optimistic tone of your editorial.

An analysis of the decisions announced by the commissioners shows how they have been forced to compromise between the rival claims of county boroughs and counties. Plymouth has been given enough land to replan the city but its proposals to include adjoining urban areas have been rejected. The same applies to Liverpool. The commissioners are not prepared at present to give a decision on Grimsby's proposals for boundary extensions owing to the "serious repercussions" on the Lindsey C.C.

Again, the impending loss of hospitals, electricity, transport, public assistance, and gas is a far more serious blow to democratic local

overnment, and the commissioners are powerless o remedy it. All developments since the publica- ion of the N A L G O report have demonstrated he urgent need for a thorough reform of the whole tructure of local government, involving the ormation of directly elected regional councils apable of bringing hospitals, electricity, and the est under democratic control and bringing to an nd the constant struggle between counties and ounty boroughs. It is high time N A L G O, ecognising that the powers of the Boundary ommission are far too limited, threw itself nto the struggle for some form of regional local overnment.

"JOHN SULLIVAN."

EXCHANGE OF OFFICERS
A NALGO Bureau?

WE should set up some system for the recipro- cal exchange of officers between local uthorities.

I believe that the Charter will reduce the umber of advertised vacant appointments, since it ncourages internal promotion.

I speak as one who for years has tried, without uccess, to return to his home county. This has ot been due to unsuccessful application but to he lack of opportunity to make it. I feel certain hat I am not alone. It is possible that my opposite umber in my home county feels the same.

Why could not Headquarters set up a bureau o arrange exchanges between local authorities, raw up regulations to prevent abuse, and vest ocal authorities with a power of veto? It works n the civil service and in the army. Why not in our service?

NOSTALGIC.

HAPPY MARRIAGES
'Get Down to Earth"

YOUR headline "Heaven cannot, but we *can* make happy marriages," infers that a narriage based on guidance from us can be appy, but one founded on godly principles annot.

I know some agnostic and some truly Christian ouples. Generally, the latter are happier.

It seems reasonable that marriage, full of pit- alls to the selfish, is more likely to be happy when oth parties to it owe allegiance to an "inde- endent arbitrator."

To-day, many young people enter marriage gnorant of their responsibilities, probably ecause modern plays, films, and novels caricature narriage and courtship as successions of luxurious, llegal, or immoral thrills. If young folk pproached marriage in a down-to-earth manner, s typified in the Marriage Service, there would be ewer unhappy marriages.

7, Dorothy Avenue, I. D. THOMSON.
Blaby, Leics.

Made in the Nursery?

"HAPPY marriage" correspondence deals with effects and not causes. During the pre-natal eriod and the first five years of its life, the child s entirely under home influence. The brain cells re empty and thirsty, and impressions pour in. o effort is made to control that influence or ounteract subsequent deterioration. Let there e another "R" in the school curriculum—Right Living.

Broken marriages to-day are the aftermath of he 1914-1918 war; broken marriages in twenty ears will be the aftermath of the 1939-1945 war. few may be patched up by third parties and we hould support any effort to save a home and void a bad influence upon children. But the naterial for future happiness is in the child mind.

More money should be allotted to clinics so hat a trained psychologist could control the maginings of a mother during the pre-natal months, and schooling should commence at birth by daily visits of nurses trained in child psychology.

11, Woodhurst Avenue, H. STREATFIELD.
Peetts Wood.

'Who Wants Bank Holidays?"

WHO wants Bank holidays? Why not add them to leave, and take them as you wish when you can travel in comfort, go to a cinema, order your new suit).

This is not another appeal to the nation, but o NALGO.

H. HOLDING.
Preston.

my bookshelf — by edward kay

Running Britain : P.R. in the States : War in the West End: The First M.o.H. : How to Use Books

TO compress into 150 pages a readable and informative account of British government —local, national, and imperial—is an achievement of which MAURICE W. THOMAS may well be proud. His *Citizens All* (Nelson, 10s.), fuller and more up-to-date than his *English Heritage*, will be valuable to all wanting a simple, lucid conspectus of so vast a subject. Although its photographs are a little obvious, its charts clarify the text and give emphasis to the main points. As in his earlier work, Mr. Thomas accepts British institutions rather complacently, though he hints occasionally that such practices as delegated legislation are open to abuse.

Public Relations

I OPENED *Blueprint for Public Relations*, by D. H. PLACKARD and C. BLACKMORE (McGraw Hill, $3.50), with misgiving, well knowing, in the authors' words, that "the flowering of the profession in the United States has drawn many quacks." But I found it shrewd and practical, with little high-flown sentiment, and can commend it to N A L G O and other British "practitioners of public relations." They must, of course, allow for differences between American and British terms and customs and for the authors' bias towards newspaper work.

"I'm afraid the Chief is tied up just now."
—a current cliché for which five shillings goes to A. VERNON RICHARDS, Oadby, Leicestershire.

Great Towns and Small

IN *Black Country*, WALTER ALLEN has revealed neglected romance in the "classic ground of industrialism." (Paul Elek. 9s. 6d.). It is less black than generally painted. There is rural charm, and relics of beauty even in its towns.

Another aspect of the English scene is the theme of GEORGE WALKER'S *The History of a Little Town* (J. H. Clarke & Co., Chelmsford. 8s. 6d.)—a story of Billericay. It shows how small places had a high significance in past events and have an enduring influence on our national character and institutions, even though their place in our social life is a modest one.

Home Front

AS the 1939-45 war recedes into history we grow more choosey over books about it. The story of the air attack on Britain has often been told and it needs high quality to justify re-telling. Bravely though the people of Kent stood up to the blows which rained upon them, their record, told in *Kent : The County Administration in War* (County Hall, Maidstone. 7s. 6d.), will win them few new admirers. It is a formal, official narrative, meticulous in detail, but entirely lacking in dramatic force. In strong contrast is WILLIAM SANSOM'S *Westminster in War* (Faber. 12s. 6d.), telling in powerful and beautiful prose the tale of the German assault on the heart of the British Empire. It is a worthy memorial to "the achievement of hard, tedious, dangerous work by thousands of the semi-civilian, semi-scorned, civil defenders . . ."

New National Health Service

IN *The National Health Service Act*, 1946 (Eyre & Spottiswoode. 9s. 6d.), DR. J. A. SCOTT has reprinted the text of the Act, provided an index compiled by H.A.C. STURGESS, and added from his own pen an "introductory explanation" running to 30 pages—a fourth of the book. The introduction outlines features of various well-known plans—such as the B.M.A.'s—for reforming health services, and contains a short exposition of the provisions of the Act.

The Almoner's Job

POPULAR accounts of administrative processes always deserve a welcome. Miss DOROTHY MANCHÉE has tried to answer in an informal style the question, *What Ever Does the Almoner Do?* (Baillière, Tindall & Cox. 6s.). There is too much of the commonplace in prose, verse, and idea for my taste, but the book is a valiant attempt to be bright on an important theme difficult to present engagingly.

Wall Charts

A SET of six 3 ft. 6 in. by 2 ft. 6 in. wall-charts has been published by the University of London Press for Cadbury Brothers (15s. the set) under the title of *Changing Britain*. It shows variations in population between 1750 and 1938, in electorate since 1832, in food production and imports from 1750, and in the scope and method of industrial production—taking cotton and coal as examples. The charts are bright and clear, but the drawings are not particularly apt. No post-war figures are given.

Health Pioneer

IT is a hundred years ago since the first medical officer of health was appointed in this country. In *Duncan of Liverpool* (Hamish Hamilton. 8s. 6d.) Dr. W. M. FRAZER, medical officer of that city to-day, records, in the form of a brief biography of DR. W. H. Duncan, major events in our social history—the reforms and rationalisation of local health services, the creation of a code of public health, and the appointment of skilled officers to give effect to it. It is an unpretentious account of an able administrator whose appointment and achievements proved to be of high significance.

Books and their Use

TWO serviceable little books by LIONEL MCCOLVIN have been re-issued by the Cambridge University Press at 6s. each : they are *How to Find Out* and *How to Use Books*. Though they overlap to some degree they are for the most part complementary. The former tells how to find wanted information, what books to consult, and how to use them : the second is a more general survey of how to get the highest value and most pleasure from books. Both are written in a winning, practical way.

New Pamphlets

NEW Beginnings and New Towns, by DAVID B. WILLIAMSON (Town and Country Planning Association. 1s.), written for the man in the street, shows how new towns can help solve such national problems as health, fuel, traffic, delinquency, and the use of leisure. *Nutritional Problems of Invalids, The Aged and Infirm* (National Council of Social Service. 1s.) is a report of a conference on these topics early this year. In another publication, *In Loco Parentis* (1s. 6d.) the same Council sets out proposals for codifying and improving the law governing the adoption of children. It represents the views of a committee presided over by Mr. Justice GAMON. The Council also issues, at sixpence, No. 5 of its advisory handbooks for parish councils : it deals thoroughly but succinctly with public lighting in rural parishes. The Liverpool youth organisations committee has issued some sixpenny reports on the social problems associated with young people, inspired by the belief that their solution is not to be found by "moralising about the decline of family life and the shortcomings of youth ; it must be patiently created by a process which can only be called social engineering." The W.E.A. has published a report, *Secondary Education for All* (6d.), of a conference which debated the means of realising the aim of the Education Act, 1944, to establish three types of secondary school—grammar, modern, and technical. It provides an illuminating and expert survey of the practical problems.

N.E.C. Committees

Future of P.A. Staffs : Pact with N.U.G.M.W. : Staff Welfare Claims : Hospital Salaries

MEETING in London on July 11 and 12, the committees of the National Executive Council made decisions and received reports on a host of matters of interest to members. These included :

Public Assistance Staffs.—At a meeting with N A L G O and other representative organisations, Sir ARTHUR RUCKER, deputy secretary Ministry of Health, and representatives of other Government departments, stated that :

The National Assistance Bill would be introduced next session, would come into operation on the same day as the National Insurance Act, 1946 (probably July 5, 1948), and would contain provisions for the compensation of redundant officers ;

While it was hoped that local authorities would absorb most redundant officers into other departments, some might be taken into the national assistance organisation or into other civil service departments ; and

It was intended to make an early survey of the problem of redundancy and, later, to set up selection boards to consider applications from local authority officers for posts in Government departments.

An undertaking was given that the Ministry of Health would keep in touch with the staff organisations as the work of dealing with redundancy progressed.

Education Plans.—A sub-committee is to examine a report prepared by A. E. ODELL, education committee chairman, and J. H. WARREN, general secretary, on the Association's future educational policy in the light of the new duties laid on local authorities by Charter training provisions. It will then make proposals to the N.E.C.

Promotion Examination Course.—The N A L G O Correspondence Institute will conduct a course for the promotion examination of the Local Government Examinations Board. F. H. SMITH, LL.D., D. Litt., will be honorary director of studies.

Hospital Examination Concession.—Complaints by ex-Forces candidates for the examinations of the Institute of Hospital Administrators that concessions allowed them were too small, led the Association, represented on the Institute's education committee, to seek further concessions. Now, exemption from the whole of the Institute's intermediate examination will, in certain circumstances, be granted.

Review of Scholarship Conditions.—Regulations by which fourteen £30 scholarships are awarded annually to students for the Diploma in Public Administration are to be reviewed.

Legal Protection.—Between January and July, the Association provided legal defence for 38 members, in respect of such matters as claims for damages for negligence, recovery of compensation, pensions appeals, workmen's compensation claims, libel and slander, and claims for arrears of salary due under the Charter.

New Branches.—Another 52 new branches have been registered, bringing the total to 907. Of the new branches, 33 were formed for the staffs of public utility undertakings.

Transferred Officers.—The staff side of the National Whitley Council is to be asked to press for salary recommendations for officers to be transferred by legislation from the local government service.

Institution Officers.—Informed by a district committee that in its area assistant masters and stewards of institutions were not being graded under the Charter, the service conditions committee declared its opinion that such officers should be graded.

Rebates to Branches.—In future, the N.E.C. will approve applications for the additional five per cent. rebate of subscriptions only in respect of county branches and branches with members scattered over wide areas. Branches claiming the extra rebate must apply to the N.E.C., through the appropriate district committee, during the year for which the rebate is claimed.

Joint Consultative Committee.—The Institute of Market and Abattoir Officers has become a member of this committee of sectional and professional societies.

T.B. Nurses.—Lancashire C.C. has decided that, where an employee contracts tuberculosis arising out of, and in the course of, his or her employment, and is unable to follow such employment, employing committees may grant leave of absence with full salary up to five years, subject to a report to the co-ordination committee.

Hospital Staffs' Recommendations.—N A L G O has asked the Minister of Health to set up a committee to co-ordinate salaries and wages of nursing and domestic staffs of hospitals and institutions. The Minister replied that he was considering the form of wages negotiation machinery to be established under the National Health Services Act, in relation to the need for closer co-ordination, but in the meantime was submitting the Association's request to the Rushcliffe committee, which was considering the effect upon its own recommendations of recent recommendations of other bodies concerned with hospital and institutional staffs.

Welfare.—N A L G O has submitted both written and oral evidence to the committee set up by the Government to inquire into shop closing hours, the health, welfare and safety of workers in places not regulated under the Factories or Mines and Quarries Acts, and the hours of employment of young persons. The Association pressed for the establishment in all offices, by legislation or regulation, of minimum standards in respect of air space, light, heat, washing, sanitary and cloakroom accommodation, rest rooms, and canteens ; called for a prohibition of the use of underground rooms as offices ; and suggested that the duty of inspection and enforcement should rest with local authorities except in respect of their own offices, where the Ministry of Health or the Home Office should be responsible.

Agreement with N.U.G.M.W.—The Association and the National Union of General and Municipal Workers have approved a working agreement providing that :

(*a*) No member of either union shall be taken into membership by the other union for any reason whatsoever, unless prior consent in writing has been given by the appropriate district or national officer.

(*b*) Except with the prior consent in writing of the appropriate national or district officer neither union will knowingly accept into membership any applicant who, although he may not be, or may contend that he is not, a member of the other union at the time of the application, has recently been a member and appears to be endeavouring to evade the responsibilities arising out of his membership or to have become disgruntled.

(*c*) The expression "member" referred to above shall be held to mean any person who is not more than twenty-six weeks in arrears with contributions.

Disputes.—A dispute under the conditions of Employment and National Arbitration Orders, 1940-44, was reported in respect of the refusal of a local authority to adopt the paragraph of the Charter relating to sickness payments. The local authority has since adopted the paragraph. Of eight other disputes, relating to such matters as the rejection of claims by senior officers for increased salaries, refusal to apply Rushcliffe scales to a matron, imposing a bar at age 26 in the General Division, and failure to grant the full cost-of-living bonus to resident institution officers, four have been referred to the N.J.C. and others are awaiting consideration.

Security of Tenure.—A resolution submitted by Canterbury and district branch, calling on the Council to "take urgent and immediate steps to secure that adequate provision be made for the security of tenure in office of local government officers," has been referred to the staff side of the N.J.C.

War Service Pay.—It was reported that local authorities were no longer empowered to make up the service pay of any of their officers called up for service in the Forces after July 31, 1947.

Two-Year Contracts.—Deprecating a proposal circulated to local authorities by the Association of Municipal Corporations, suggesting that, with a view to avoiding constant staff changes, they might consider adoption of a scheme requiring applicants for posts to agree to stay for not less than two years, the service conditions committee instructed the N A L G O members of the staff side to raise the matter in the N. J. C.

Health Centenary Exhibition.—The Ministry of Health and the Central Office of Information are organising a big exhibition in celebration of the centenary of the municipal health services in London next Spring, and the public relations committee is to co-operate by encouraging local activity by local authorities and branches.

Jubilee History of N A L G O.—In preparation for the publication of a Jubilee History of N A L G O in 1955, when the Association will celebrate the fiftieth anniversary of its foundation, branches and members are to be asked to submit suitable material.

Municipal Public Relations.—In the past six months, 16 local authorities have appointed public relations officers to their staffs—bringing the total now appointed to 43—and three have advertised such appointments. Largely as a result of N A L G O initiative, an Institute of Public Relations, membership of which will be open to public relations officers of local authorities, Government departments, and commercial and industrial organisations, is now being launched.

Knole Lodge.—The £1,500 collected by branches in memory of JOHN SIMONDS, late general secretary, is to be used for the better equipment of "Knole Lodge," N A L G O's war memorial convalescent home at Bournemouth. The writing-room will be known as the "John Simonds Room" and will be comfortably furnished ; a radiogram has been bought for the lounge ; and a sum will be kept in hand for later improvements.

Benevolent Fund.—Of the Association's 146,000 members in October last year, 40,000 did not contribute to the Benevolent Fund, and district committees are to be asked for suggestions to induce them to join.

For War Orphans.—All children of members who lost their lives as a result of the war will continue up to the age of 16 to receive birthday gifts of five guineas each from the Benevolent Fund, at a total estimated cost of £22,000. Members are asked to inform the fund of any eligible children who are not getting birthday gifts.

Christmas Gifts.—Christmas gifts to Benevolent Fund beneficiaries are to be increased this year to 35s. for single persons, £2 to families of two or three, and £2 5s. to families of four or more.

—and Cards.—Christmas cards not sold last year will be offered to members at three shillings a dozen, including envelopes. Proceeds are for the Benevolent Fund, but no reference to the fund appears on the cards.

New Insurance Service.—A special inquiry section has been opened by LOGOMIA at Headquarters to advise on the insurance problems of members, their dependants, and their property. Callers in person (to 24, Abingdon Street, S.W.1), or by telephone (WHItehall 9351) are welcomed.

More Provident Society Members.—Membership of the N A L G O Provident Society is still going up. The sickness scheme has now passed the 20,000 mark, and the hospital and nursing home scheme is approaching 10,000.

Christmas Holidays.—Bookings for Christmas holidays at the N A L G O private hotel, "Cefn-y-Mynach," College Avenue, Rhos-on-Sea, Colwyn Bay, North Wales, open on October 1. In past years, all rooms have been taken three days after the opening date. Members wishing to book should write direct to the manager, not to Headquarters.

English Charter Progress

OF the 1,530 local authorities in England and Wales, 1,407 had by August 8 adopted the Charter. This is an improvement of 22 on the figure published in the June number. One hundred other authorities have also come into line, making a grand total of 1,507.

Latest authorities to adopt the Charter are :

County Councils.—**Monmouthshire.**

Boroughs.—**Caernarvon, Okehampton, Pembroke, St. Ives (Cornwall), Woodstock.**

Urban Districts.—**Bourne, Ellesmere, Guisborough, Hale, Keswick, Nantyglo and Blaina Swaffham, Tow Law.**

Rural Districts.—**Barnard Castle, Belford, East Dean, Glendale, Gower, Norham and Islandshires, Teifiside, Weardale.**

One of the 15 posters designed to help branches recruit members. They will be sent from Headquarters soon.

A NALGO Diary——By "Abingdon"

Higher Pay for Women? : New APT Grade : Mr. Warren's New Book : More 100% Branches

AMENDMENTS of the Charter to allow local authorities to pay higher salaries to women the General Division, and to bridge the gap :tween Grades V and VI in the A.P.T. Division, :re approved by the National Joint Council on ly 31. The application of both amendments is 't to the discretion of local authorities, taking 'ect immediately.

The amendment in respect of women is in the llowing terms:

"Paragraph 21 of the Charter [which sets out the General Division scales] should be amended to permit employing authorities to apply General Division salary scales (women only) without strict reference to age, but with 'due regard to ability,' provided that no women shall be paid less than the scale salary according to age and that the amendment is subject to review after two years."

The second amendment creates a new grade. a (£490+20—£550) between the existing grades (£460—£510) and VI (£535—£600), and thus idges the gap of £25 between the maximum of rade V and the minimum of Grade VI—a gap nich had the effect of keeping some officers in ade V because their employing authorities, nile agreeing that their duties justified a higher lary than the maximum of the grade, considered at they they did not justify Grade VI.

eneral Secretary's Book

'HE publishers of *The English Local Government System*, by J. H. WARREN, general secretary N A L G O, have begun a third printing.

The book has rapidly become a local governnt classic. It is widely used by the British Administration in Germany to educate the Germans in democratic government, is in demand for colonial administration, has been noticde by the French Institute of Political and Administrative Sciences, and is on sale in the United States. The *Listener* described it as "incomparably the best book ever written by a local government officer."

Another book by Mr. Warren, a more advanced study of local authority administration and organisation, will appear shortly under the title of *Municipal Administration*. He had contracted to write it before his appointment as general secretary, but his assumption of that office at a crucial time compelled him to put the work to one side, but now, by toil and sweat, if not by blood and tears, he has finished it in his scanty leisure. The publishers will be Pitmans.

100 Per Cent. Membership

ANOTHER seven branches claim to have enrolled all eligible members. They are:

Up to 50 *members*—**Bagshot, Chertsey, Congleton, Rickmansworth.**

51 *to* 100 *members*—**East Devon Coast.**

101 *to* 200 *members*—**Fleetwood, Rochester.**

The total number of such branches notified to Headquarters is now 64.

Motorists Note

Norman Frizzell & Partners Ltd., the brokers for N A L G O motor and motor-cycle insurances, have changed their address to 10, Drapers Gardens, Throgmorton Avenue, E.C.2. The telephone number CENtral 0411, and the telegraphic address, Enfrizzell, Stock, London.

Retired Member's Offer

A RETIRED member and his wife want someone to look after them and, in return, share their home and receive a small allowance to be agreed upon. Ladies interested should write to Box AR/BO, 24, Abingdon Street, London, S.W.1, marking the envelope "Personal."

Congratulations to:

CLIFFORD BARON, assistant commercial manager, **Northmet**, and chairman of the branch since its formation in April, 1946, on his appointment as commercial manager, Electrolux, Ltd.

GEORGE BROWN, branch secretary, **Dundee**, since 1945, on his appointment as secretary of the Dundee School of Economics and Commerce.

R. D. BROWN, chief clerk, borough engineer and surveyor's department, **Barking**, on completing 21 years as branch secretary. During the last three years of the war he was a member of the National Executive Council, and for many years served on the Metropolitan district committee, especially as its social secretary, and on the area education committee. His retirement from office was due to ill-health, and for two months he was away from the office on an enforced rest.

New H.Q. Appointments

Two new appointments were made to the staff of N A L G O Headquarters last month. They were:

Senior Accountancy Assistant—W. C. RING, A.S.A.A., formerly internal auditor, finance department, N A L G O, and accountancy assistant at Ealing and Willesden.

Principal Administrative Assistant, N A L G O Building Society—F. SWINNINGTON, A.C.C.S., A.B.I., F.R. Econ. S., formerly mortgage manager, West Bromwich Building Society.

Obituary

WE regret to record the death, in June, of FREDERICK A. NASH, for 18 years social welfare officer, **Dudley**, and for the past three years chairman of the branch executive.

Scotland's Progress in Recruitment and Negotiation

SCOTLAND is making headway in recruiting voluntary hospital staffs. It now has members in **Glasgow**—Royal, Western, and Victoria infirmaries, and the Royal Maternity Hospital—at **Kilmarnock** Infirmary, and the Royal infirmaries at **Dumfries and Galloway, Edinburgh, Greenock** and **Perth.** Approaches to **Dundee, Aberdeen** and **Inverness** infirmaries are expected to result in 100 per cent. membership.

An interim sub-committee has been formed to bring institution representatives together to discuss organisation and other matters of common interest.

The Scottish branch of the British Hospitals Association has recommended to voluntary Scottish hospitals salary scales based on those provided by the Charter for local authority hospitals. Action to bring the B.H.A. proposals into line with the Charter is being considered. They provide: for men, £78 at 16 rising to £300 at 27, compared with the Charter's £85 16s. at 16, £300 at 27, and £360 at 30; and for women, £78 at 16 and £250 at 27 compared with £70 16s. at 16, £258 at 27 and £288 at 30.

Consultation on Health Service :—The Department of Health for Scotland, now working on the administrative structure of the new Health Service, has made a promise of consultation on the draft Superannuation Regulations and staffing matters.

Miscellaneous Division :—Deadlock still grips Joint Industrial Council negotiations on behalf of officers excluded from the Scottish Charter under Paragraph 30. No progress was made at the July 1 meeting and the staff side is deeply concerned. While negotiations are in progress, the whys and wherefores cannot be discussed. All the same, the employers' present offer is unacceptable. In the absence of agreement at this month's meeting, the staff side unions will consider further action.

Grouping :—Local authorities are apparently against a general revision of the grouping system at present, but the employers have agreed to review with the staff, at their next meeting, a list of anomalies requiring immediate consideration.

Governors and Matrons :—Staff proposals are being revised with a view to early J.I.C. discussions.

Milk Officers :—The district officer met officials of the Department of Health recently and discussed the revision of its present recommendations on which Government grants are based.

Scottish Charter :—The scheme has been adopted by major employing authorities, but others, though doubtless having every intention of coming into line, are delaying adoption. Several authorities would have done better by giving longer consideration to the scheme. There has been only one refusal so far. Far-off **Orkney Islands** feel they are outside the Charter's scope, but a deputation from the J.I.C. is to fly to the islands for discussions. Nearby **Shetlands** do not share their doubts.

Steady progress in the preparation and reception of appeals is reported.

Public Utilities :—The special sub-committee of the company electricity and district committee representatives has decided, as short-term policy, to continue local negotiations with employers for improved salaries and conditions. The committee plans regular meetings of electricity staffs to which it would report from time to time.

Nurses' Salaries :—The Scottish nurses salaries committee is considering revisions of scales of all classes up to and including ward sisters to correct anomalies revealed by their comparison with scales of domestics and others. These revisions are in addition to those embodied in the committee's fifth report, now awaiting publication.

More Legal Victories :—An Ayr County member severely injured in an accident due to faulty mechanism of a council car obtained £1,000 compensation with expenses.

A **Glasgow** member, injured on duty while inspecting a water meter got £200 in settlement.

Sports Day :—The annual sports day will be held at **Bridge of Allan** again—on September 13. There will be golf, tennis, and bowling competitions. Meals will be served and trophies presented at the Allan Water and Spa Hotel. All members and friends are invited, whether playing or not.

Conference Afterthought :—Scotland's contribution to the Southport Conference was the most effective for many years. Last year's critics were thus answered and the Scottish trial conference amply justified. Indeed, it underlines the suggestion in last month's journal that branches might first submit motions and amendments to the district committee for scrutiny. Scottish branches, as jealous of their autonomy as most, welcomed the trial conference. The second one will be held early in 1948.

I.A.R.V.O. Honours For NALGO Students

At the recent examinations of the Incorporated Association of Rating and Valuation Officers, NALGO Correspondence Institute students won :

In the Final Grade—
FIRST place with HONOURS and the ASSOCIATION'S PRIZE ;
SECOND and THIRD places with HONOURS ; and
SPECIAL PRIZE in the subject "Valuation for Rating."

In the Intermediate Grade—
SECOND place with HONOURS.

For a prospectus of NALGO Correspondence Institute courses, write N.C.I., 24, Abingdon Street, London, S.W.1.

War Memorial Fund Now £20,000

BY the end of July, the total raised by NALGO's War Memorial appeal had reached, £20,000—and was still rising.

However, there is still some way to go. The target set to cover the cost of purchasing and equipping "Knole Lodge," the Bournemouth convalescent home chosen to commemorate NALGO's war dead, was £40,000—or six shillings per member.

Up to July 31, 106 branches had raised their shares of the target. Additions, up to that date, to the published list are :—

Metropolitan.—**Acton, Beckenham, Crayford, Harrow, Lewisham,** and **Willesden.**
North-Western.—**Darwen, Hyde, Liverpool,* Runcorn rural, Swinton and Pendlebury, Urmston,** and **Wirral.**
North-Eastern.—**Boldon, Crook, Durham,** and **Felling.**
East Midland.—**Grantham** and **Holbeach.**
West Midland.—**Lichfield, Walsall** and **Wednesbury.**
Eastern.—**Billericay.**
South-Eastern.—**Godalming.**
Southern.—**Buckinghamshire, New Forest,** and **Winchester rural.**
South-Western.—**Somerset.***
South Wales.—**Abertillery.**

Branches starred are those with more than 500 members. Liverpool has well over 3,000.

House Exchange Service

BIRMINGHAM.—6-room house for house, **London.**—Mallaber, 40, Wheatsheaf Rd., Birmingham 16.

BIRMINGHAM (Castle Bromwich) 3-bed. house for similar **N. W. London.**—Reynolds, 21, Arran Rd., Birmingham 8.

BRIGHTON.—S.c. flat for house, bungalow or flat **S.W. London** or **N.E. Surrey.**—Rugman, 87a, Millers Rd., Brighton 5.

CHATHAM.—House for house or flat **Bexleyheath.**—Scates, 219, Magpie Hall Rd., Chatham.

CROYDON.—3-bed. house for similar **Carmarthen.**—Evans, 21, Crossways, Addington, Croydon.

CROYDON (South Norwood).—3-bed. house for similar **Golders Green, Hendon** or **Edgware.**—Orton, 77, Tennison Rd., S.E.25.

DERBY.—3-bed. house for similar within 10 miles **Stafford.**—Advertiser, c/o Brook Farm, Ash Flats, Stafford.

EDMONTON.—3-bed. house for house **Orpington**—Baker, 45, Kendal Ave., N.18.

HALIFAX.—Country house for house or flat **London** or **Home Counties.**—Bargh, New Longley, Norland, near Halifax.

HAROLD WOOD.—3-bed. house for bungalow on **S. Devon** coast.—Osborn, "Home View," Queens Park Rd., Harold Wood, Essex.

SOUTHPORT.—3-bed. house for house or bungalow **Bristol.**—Groom, 97, Churchgate, Southport.

TOTTENHAM.—3-bed. house for house with garden **Liverpool, Chester** or **Dudley.**—Hamilton, 28, Norfolk Ave., N.15.

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Education News

GOVERNMENT WILL PAY FOR D.P.A. COURSES

L. A. Contributions Qualify for Grant

A DECISION of far-reaching importance to students of public administration was made recently by the Minister of Education, when he agreed to regard as "grant-earning" the contributions made by South-Western local authorities towards the running of six external University tutorial classes in Bristol, Taunton, Gloucester, Exeter, Plymouth, and Dorchester, to prepare officers to sit for the Diploma in Public Administration.

Thus, the South-West has solved for its local authorities, at little cost to them, one of the thorniest problems confronting them in putting Charter education provisions into effect for their officers in country districts far from University towns. The local authorities' action has not ended with the grants. Many have given their officers leave, some with financial assistance, to attend the classes.

Although many Universities and University colleges now award diplomas in public administration, they are too far apart to cater for more than a handful of those rural students wishing to take the courses. The external diploma of London University is available to all students with the required preliminary qualifications, but most students wishing to study for it must rely on correspondence courses, at the best not to be compared with personal guidance and lectures by University tutors. Now, the South-West has shown how the gap may be closed and University tuition brought within the reach of the majority. All concerned share the credit: the NALGO area education committee, which fathered the idea; the South-Western provincial council which supported it; Bristol University and the University College, Exeter, which carried it out and the local authorities which subscribed to it.

The Minister's decision is welcome. Cannot other areas follow suit?

"NEVER BE A CREATURE OF ROUTINE"

Sir Henry Clay's Advice

THE view that officers must never become creatures of routine and that the public would depend more and more on them was put to students and distinguished visitors at NALGO's Oxford summer school by Sir HENRY CLAY, Warden of Nuffield College, guest of honour at the opening dinner. The school was held at Oriel College in July.

Specialists, said Sir Henry, were putting forward schemes without much regard to the reactions of the public, or to the number of administrative tasks they imposed on public institutions and the heavy burden laid on our splendid staff of public officers.

The Mayor of Oxford, Councillor E. A. SMEWIN, J.P., and the Provost of Oriel, Sir DAVID ROSS, welcoming the students, paid tribute to the efficiency of British local government.

Lectures were given on finance, rating, social services and social medicine, and health and sickness records, by Dr. A. H. MARSHALL, city treasurer, Coventry, WALTER RANDELL, secretary of the Central Valuation Committee, NORMAN WILSON, lecturer in public administration, Liverpool University, and H. COTTON, Bureau of Social Medicine, Oxford.

The students enjoyed tennis, boating, visits and tours, and an essay prize was won by Miss PAT TAYLOR, L.C.C.

Of the 40 students, only one received a grant from his local authority. He was from Huddersfield C.B., which gave him leave and paid his expenses. Fourteen other students had their expenses paid by NALGO area education committees and branches. Most were selected by essay competition. Only seven got full leave with full pay, one got three days' leave with pay but the rest took annual leave to attend.

NALGO Examinations

APPLICATIONS to sit for the Association's next examinations on December 17, 18 and 19 must be made on the prescribed form available from NALGO, 24, Abingdon Street, London, S.W.1, and be received by the General Secretary, at that address, *not later than October 1*.

Be Proud of Your English

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Do you stumble over pronunciation? r example, can you pronounce *amateur*, *spital*, *inventory*, *probity* and *zebra* rrectly? Is your grammar sound? an you depend upon your English not letting you down?"

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Prospectus of Courses for London D.P.A. (and Degrees) from C. D. Parker, M.A., LL.D., Director of Studies, Dept. RH28,

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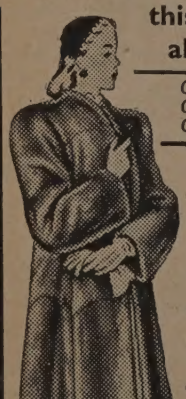

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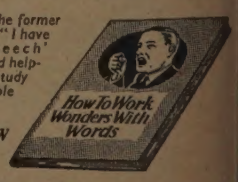

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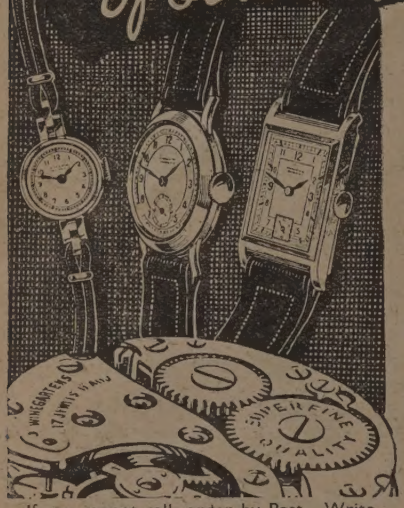

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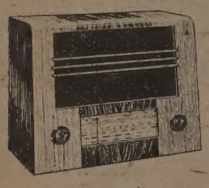

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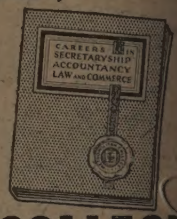

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